

Local Government SERVICE



MAY 1938

No. 5 Vol. XVIII

CONTENTS

	Page		Page
ELECTRICITY DISTRIBUTION—by J. H. Warren	- 146	OFFICER LABELLED	- 155
LEADING ARTICLE—A DEPLORABLE COUNCIL SCENE	- 147	HEADQUARTERS	- 156
LOCAL GOVERNMENT v. REGIONAL CONTROL—by A. H. Edwards	- 148	EDUCATION PAGE	- 160
SUPERANNUATION—ASCERTAINMENT OF STATUS—Explained by John Simonds, Legal Secretary	- 149	AMENDMENTS TO ANNUAL CONFERENCE MOTIONS AND ANNUAL REPORT	- 163
T RANDOM	- 150	SALARIES AND SERVICE CONDITIONS	- 165
COMPETITION	- 151	HERE AND THERE	- 166
READERS' FORUM	- 152	COUNTY REVIEW ORDERS	- 168
FROM MY BOOKSHELF	- 155	DISTRICT NEWS	- 168
		SCOTTISH NOTES	- 170
		BRIDGE FORUM	- 172

NOTES AND COMMENTS

Preparing for Conference

WITHIN little more than a month delegates representing N.A.L.G.O.'s 102,000 members will be assembling at Blackpool to pass judgment on the work of the Association's administrators during the past year and to determine its policy for the year that lies ahead. They will have an impressive record of continued progress to review and a crowded agenda of fresh work and ambitions to consider. The congested state of business facing N.A.L.G.O.'s annual parliament makes it the more necessary for all concerned in its organisation to ensure that the groundwork is punctually and efficiently prepared. We would, therefore, appeal to members and branch officials to fulfil their duties punctually, to ensure that voting papers, purse envelopes for the B. & O. Fund, and necessary notifications are forwarded to headquarters in good time. Conference imposes an enormous volume of work on branch officials and headquarters staff—how great only those intimately concerned can realise—and the fullest co-operation is essential to secure its timely completion.

Not Playing the Game

Employers whole-hearted in their support of trade-unionism are still sufficiently rare to merit notice, and we cannot, therefore, let slip the opportunity of commending Sir Francis Joseph's outspoken address at the recent "coming-of-age" luncheon of the National Industrial Alliance.

Sir Francis, who is an ex-President of the Federation of British Industries and chairman or director of many leading industrial concerns, expressed astonishment at the comparative lack of interest of many workers in trade unionism, and told of his own efforts to secure

100 per cent union membership in the collieries under his control. "This was not done," he explained, "to please the local miners' leaders. It was done because I considered it the right thing, because any worker who obtains the benefit of agreements made by the unions and does not 'pay his whack' is not playing the game. It is almost equal to obtaining money under false pretences. . . . A properly organised trade union is a good thing, not only for the employer and the employed but also for the community."

While these remarks were intended to apply to industrial organisations, they are equally applicable to associations like N.A.L.G.O., and we trust that non-members will see and ponder them.

PEP on Regionalism

The group of political and economic students known as PEP has already done so much useful research work on British social services that the results of its latest venture, a study of the problem of regionalism, will be awaited with the keenest interest by every local government officer interested in the future of the administrative machine of which he is a part. It is generally agreed that that machine to-day is not as efficient as it might and should be, and that we are on the eve of changes possibly greater than any seen hitherto.

Opinion in the Service on the form those changes should take is divided. Some favour the adoption of a system of wide autonomous areas; others advocate the retention of the small local authority. But the supporters of either policy are hampered by lack of adequate data on which to base their arguments. The urgent need is for thorough and impartial research, and that PEP is seeking to provide.

Better Personnel

Already, in the April issue of its broadsheet, "Planning," the group has issued a preliminary statement, designed primarily to create discussion and thereby to help forward its work. The statement is confined to an analysis of the present position, a review of some of the arguments for and against regionalism and a brief survey of the reforms suggested.

One paragraph will be of particular interest to readers of LOCAL GOVERNMENT SERVICE. "The recruitment, pay, conditions, and quality of the British civil service," it states, "are generally considered reasonably adequate, but the position as regards local government staff is very unsatisfactory, and many of the reforms shown to be necessary by the Hadow Committee in 1934 have not been carried out. Undoubtedly part of the force of the demand for transferring former local government functions to other agencies is in essence a demand for putting the service into the hands of better personnel than the local government service in its present condition can attract on a sufficient scale."

The Officer and A.R.P.

The correspondence now in progress in LOCAL GOVERNMENT SERVICE on Air Raid Precautions shows a wide divergence of view among officers. The main conflict lies between those who regard the Government's plans as totally inadequate and those who believe that, by preventing the greatest danger of large-scale air attack—panic—they will play an essential part in the general scheme of national defence. A third position is held by the conscientious objectors, who will have no part in the precautions, holding them to be a means of creating a war mentality and thus of preparing the populace for armed conflict.

As an association, N.A.L.G.O. cannot presume to judge between these opinions which reflect, in the main, the individual attitudes and personalities of those upholding them. Our task is confined to securing the utmost possible protection for the rights of the officer and, in particular, of those who take up A.R.P. work as part of their official duties.

In this connection it is interesting to note that in a number of areas officers are enrolling voluntarily for work as wardens. Newport (Monmouthshire) branch has sent a circular letter over the names of Mr. N. J. Young, its president, and Mr. J. Ruffe-Williams, its secretary, appealing to each of its 455 members to uphold "the N.A.L.G.O. tradition of public service" by enrolling in the scheme. At Stockton-on-Tees more than eighty members of the administrative staff had volunteered before any public appeal was issued.

Telling the Ratepayer.

We have received another of the excellent series of book marks issued by the North Riding County Council—not the West Riding, as was incorrectly stated on page 112 of the April Journal—in which readers using the County Library are told of the Council's services and their cost. The latest, third in the series, describes the wide range of the health services, which cost the average ratepayer only 4s. a year. Earlier book marks showed the full extent and cost of all the County Council's services and its provisions for education.

Electricity Distribution Bill Held Over Widespread Opposition

By J. H. WARREN

THE Government's intention to introduce the electricity distribution measure this session has been abandoned. Some believe that the measure will never be introduced, at any rate in the shape expected. Certainly the Government has abandoned it for this session with no more than a "hope" to introduce it in the next; and though these circumstances reflect an admittedly exiguous Parliamentary programme, they imply a recognition that the Bill would arouse major controversy.

The discussion, with the interests concerned, of the White Paper proposals, by which the Government proposed to implement its acceptance of the McGowan Report, has apparently left those interests as irreconcilable as ever, either inter se, or to the White Paper. The smaller municipal undertakings still stick out for "retention of identity." The largest, who contemplated the White Paper with some equanimity, have felt constrained to show a united municipal front against any expansion of private control in the process of merger.

The small electric companies are averse to appropriation by amalgamation, private or public; and the Power Companies, whom the McGowan Committee were suspected of favouring, seem to fear a reaction against them on so many fronts, and now ask to be "left in peace."

Lack of Support

That an industry does not want reform is no reason to believe reform unnecessary. Yet in this instance the McGowan Committee's policy of a drastic enlargement of the distributive unit does seem to have lacked with support even among such as are well versed in the economics of distribution, impartial on the issue of ownership, and without any axe of their own to grind. Had the Committee's case been accepted, there would surely have been a wider welcome for a measure which, like the Act of 1926 in the sphere of generation, would have carried out a re-organisation without disturbing the balance of public and private ownership other than incidentally to the technical factors involved.

It is noteworthy that the impartial and well-informed compilers of the P E P report by no means accepted the hypotheses of the McGowan Committee in relation to size. It is indeed manifest that size cannot be a factor entering in the same measure into distributive, as into generative cost; and few of those who believe that size has some relation to cost, and that quite a number of undertakings are too small, appear to believe that the optimum area is on the scale envisaged by the tentative grouping in the Schedule to the White Paper.

LOCAL GOVERNMENT SERVICE

The Editor can accept no responsibility for opinions expressed by contributors or correspondents. Contributions for the June number, written or typed on one side of the paper only, must reach the Editor by May 16, and must be accompanied by the name and address of the author, not necessarily for publication.

All communications regarding advertisements should be addressed to A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4. Telegrams: Darbiads, Cent. London. Telephone: City 6686-7.

Editorial

A DEPLORABLE COUNCIL SCENE

NO-ONE who has the good of British local government at heart, whether he be officer, councillor, or ratepayer, can fail to deplore the unhappy debate in Hereford City Council the other day, and the disgraceful scene to which it led, when a councillor had to be forcibly restrained from physical attack on an alderman and on the assistant town clerk. Not unnaturally, the incident was given wide publicity, nationally as well as locally.

The Council, which, in common with many other authorities, has recently been compelled to increase its rates, had before it the unprecedented motion, proposed by Mr. W. H. Green, a member of the so-called "Progressive Party," that it should terminate its agreements with all its officials earning more than £160 a year, with a view to their re-engagement at reduced salaries. The argument advanced in favour of this demand was as simple as it was ingenuous. The ratepayers, said Mr. Green, were unable to find the additional money sought by the Council; therefore the Council must reduce its claims upon them. The chairmen of the spending committees could not cut their estimates; workmen's wages could not be reduced because they were low enough already; the cost of social services could not be cheapened without menace to health; the loan charges could not be lowered; therefore the Council must economise on the only charge remaining—the salaries of its officials. As easy as that.

Unhappily for Mr. Green and his friends, other members of the Council did not see the problem in so simple a light. Mr. C. S. Hodges, after pointing out the not inconsiderable legal difficulties in the way of the plan, asked its sponsors whether they realised that officials underwent an expensive training, and, for the first few years of their municipal career, were paid less than dustmen. It was easy to raise the parrot cry that there were too many highly-paid officials, and to obtain for it the ready acquiescence of the ignorant. But reasonable men and women wished the affairs of their city to be in the hands of the best officials obtainable. Some of the Council's officers had devoted most of their lives to its service, often at the sacrifice of health, and the suggestion that they should suffer a reduction in salary was uncalled for, unwise, unjust, and ungenerous.

At this point the town clerk read a letter from the general secretary of N.A.L.G.O., stressing the unprecedented character of the motion, the absence of any evidence to justify it, and the damaging effect it was likely to have, both on the confidence of the officers in their employers, and on the relations between the officers and the public they served.

Later in the debate, while Alderman Langford was opposing the motion, Mr. J. E. H. Nolan, its seconder, embarked upon an angry exchange of personalities. This culminated in Mr. Nolan making to remove his coat and advancing as if to attack Alderman Langford, a gentleman twenty-six years his senior. Amid much disturbance, both on the floor of the chamber and in the

public gallery, Mr. Nolan was restrained by other councillors and was formally suspended. He refused the request of the deputy-mayor that he should leave the chamber, and, a few moments later, again began to remove his coat and to make a threatening advance, this time on the assistant town clerk, whom he accused of sneering at and insulting him. This accusation—denied by the deputy town clerk and by those sitting near him—caused more hullabaloo, and again Mr. Nolan had to be forcibly restrained. Eventually the motion which had led to the uproar was defeated by 19 votes to three, and the Council adjourned to allow tempers to cool.

Such incidents are, happily, infrequent features of our municipal administration, and we are confident that the reasonable people of Hereford will treat this one, and its authors, with the contempt they deserve. But they cannot be dismissed too lightly. Their very infrequency secures for them an exaggerated publicity, which is bound to reflect unfavourably on the prestige of local government and its administrators over an area far wider than that in which they occur. Nor are all men and women reasonable creatures; many are only too ready to seize on any stick with which to attack the administrative machine.

It is particularly unfortunate that incidents such as this should occur just when N.A.L.G.O. is seeking, through its public relations organisation, to increase public interest in, and appreciation for, the work of all engaged in local government. A stupid motion, a single council "scene" can, in a few moments, undo the good achieved by weeks of patient propaganda.

In the last resort, of course, the answer to all local government problems rests with the electors. They are the final controllers of the machine, and its success or failure lies in their hands. Let us hope that the electors of Hereford—and of other places where similar incidents may occur—will be able to assess them at their true value and will, at the next opportunity, show their authors that such misplaced zeal is neither appreciated nor desired.

OUR NEW TYPOGRAPHY

With this number LOCAL GOVERNMENT SERVICE achieves a further stage in the process of re-dressing promised in January. After careful consideration and experiment extending over several months we have changed to a new type which, we believe, will result in a more readable, legible, and modern production.

The type-face chosen is *The Times* New Roman, which was specially designed for *The Times* some years ago and has only recently been made available for general use. It has been described by authorities on printing as elegant, forceful, pleasing to the eye, and calculated to dignify the printed page. We trust that our readers will agree with that description.

So far as we know LOCAL GOVERNMENT SERVICE is one of the first journals to adopt this new type, and it was bought by the printers especially for our use.

LOCAL GOVERNMENT v. REGIONAL CONTROL

By A. H. EDWARDS, Town Clerk, Herne Bay

IN his article, "Planning for To-morrow: Regional Control," in the March LOCAL GOVERNMENT SERVICE, Mr. Boyce intimated that he proposed to be provocative. He was certainly successful, but I hesitate to think that he was serious.

In my opinion, the increased functions of county councils in recent years are a serious enough matter for the future of local government. To substitute for the present system of county councils, county boroughs, municipal boroughs, urban districts, and rural districts, a system of regional areas, which "might include one or more of the present counties or parts of several," such new authority to be the only rate-collecting authority, in which would be centralised "all services at present rendered by local authorities," is, to my mind, nothing short of a nightmare upheaval.

Already we have gone too far. County government as we know it to-day, with its prohibitive cost, tardy execution, and absence of control by the elected representatives, is not, in my submission, local government at all, and I believe that the time is coming when the true local government authorities—the borough and urban councils—will rise and smite it hip and thigh. If they do not act soon there is little doubt that local government in this country is doomed.

Unlike Mr. Boyce, I entirely agree with our President. It is incumbent on us all to resist centralisation to the utmost. It has made an almost insidious progress during recent years, and if the tendency to pass to government departments and the county councils duties which are essentially local government matters is not resisted, we

must inevitably end up in a one-man control of all our activities.

Government can certainly not be "local" unless it is confined to a particular place or district. The whole principle of local government is based on community of interest and the banding together of citizens with a pride in their own district. Every encroachment on this principle is a stab in the back, not only for local government, but for democracy. There is a very good illustration of the futility of the county council system as a "local" authority in the lack of interest of the electors in county council elections.

It is basic in our system that local authorities can only carry out such duties or exercise such powers as Parliament confers on them. The same applies to government departments. All are subject to the rule of law, and, within the limits of their statutory powers and duties, local authorities have a free hand. Regionalisation, so called, would mean the choking clutch of superior authority on local effort and development, and, in the result, would produce something resembling the continental systems of local government as regards central control, without their compensating advantages.

In my submission we must stand by "local" government. Use the Local Government Act, 1929, for frequent review and enlargement of areas by all means, but let us adhere to basic principles of local government.

There is only one matter on which I find myself in agreement with Mr. Boyce. That is, that county councils should collect their own rates. Nothing would be better calculated to kill all theories of regionalisation.



The New "Arrival"

SUPERANNUATION

Ascertainment of Status of Persons Employed by Local Authorities

Officers who will be affected by the coming into operation of the Local Government Superannuation Act, 1937, are urged to give close attention to the following explanation of the provisions for ascertainment of status, which has been prepared by Mr. John Simonds, Legal Secretary of the Association.

By Article 3 of the Local Government Superannuation (Administration) Regulations, 1937, every local authority specified in Part I of the First Schedule to the above Act and any other local authority in respect of whom the Local Government and other Officers' Superannuation Act, 1922, is in operation shall as soon as may be take into consideration the question as to which of the persons in their employment at the date of consideration will, if they remain in their employment in the post now occupied by them until April 1, 1939, become on that date contributory employees of a local Act contributor.

Similar action must be taken by every such local authority (a) upon a person entering their employment before April 1, 1939; (b) if before that date any change occurs in the circumstances of the employment of an employee which is material for the purposes of the Act; and (c) if during the continuance of the employment by them of a servant or part-time officer before that day, the authority pass a statutory resolution specifying the class or description to which such part-time officer or servant belongs to be contributory employees.

The local authorities specified in Part I of the First Schedule are as follows:

The council of a county, county borough, metropolitan borough, or county district.

The common council of the City of London.

A joint board or joint committee appointed under any Act, or any statutory order or statutory scheme, if all the constituent authorities are such councils as aforesaid.

A joint committee established by a combination scheme.

An assessment committee.

Any other local authority as respects whom the Act of 1922 was in operation immediately before April 1, 1939.

By Article 5 the local authority shall, as soon as may be after they have taken action as required by Article 3, notify in writing every one of their employees (not being a person whose employment is of a casual nature) that he is or is not a contributory employee or local Act contributor. A notification of a decision by the Authority other than a local Act authority) that an employee is a contributory employee must be accompanied by a statement showing:

(a) Whether he is an officer or servant;
(b) To what class he belongs or under what description he falls as such officer or servant;

(c) What rate of contribution he is liable to pay to the appropriate superannuation fund;

(d) Details of the remuneration upon which contributions are payable by him; and

(e) The previous service (if any) which he is entitled to reckon, and the class of service into which it falls.

If, however, the information mentioned in sub-paragraph (e) is not immediately available, it may be excluded from the statement, but such information must be furnished to the employee within six months after the decision is notified to him.

A notification of a decision by a local Act authority that an employee is a local Act contributor must be accompanied by a similar statement, subject to the modification that the reference in sub-paragraph (c) above to the appropriate superannuation fund is to be construed as a reference to the superannuation fund maintained under the local Act scheme.

By Article 6, in the event of an employee being dissatisfied with a decision of a local authority notified to him under Article 5 that he is or is not a contributory employee or local Act contributor, he may, within three months after receipt of the notification, refer the matter to the Minister of Health for determination.

In the event of an employee accepting a decision so notified that he is a contributory employee, but not being satisfied as to the accuracy of any of the particulars contained in the statement accompanying the notification, he may similarly refer the matter to the determination of the Minister.

In the event of an employee of a local Act authority accepting a decision of the authority notified to him under Article 5 that he is a local Act contributor, but not being satisfied as to the accuracy of any of the particulars contained in the statement accompanying the notification, he may at any time within three months after receipt of the notification refer the matter for determination in accordance with the provisions of the local Act scheme for the settlement of disputes arising thereunder between the authority and a local Act contributor.

By Article 8, if a local authority, not being either a local authority specified in Part I of the First Schedule to the Act or a local Act authority, pass a statutory resolution specifying an officer or servant in their employment as a contributory employee, they shall notify the fact in writing to the employee concerned, and the notification must be accompanied by a statement containing the particulars mentioned in sub-paragraphs (a), (c), (d) and (e) above.

By Article 9, if a local education authority for elementary education, who are not a local Act authority, pass a resolution specifying an employee of the managers of a non-provided school as a contributory employee, they shall notify the fact in writing to the employee concerned, and the notification must be accompanied by such a statement as is mentioned in the preceding paragraph.

In the event of an employee of such an authority as is mentioned in the two preceding paragraphs not being satisfied as to the accuracy of any of the particulars contained in the statement accompanying the notification received by him, he may at any time within three months after the

receipt of the notification refer the matter to the determination of the Minister.

During the next few weeks, every employee (not being a person whose employment is of a casual nature) in the employment of any of the authorities specified in Part I of the First Schedule to the Act and every employee of any other local authority who is specified as a contributory employee, should receive a notification of the decision of the authority, accompanied by a statement giving the particulars mentioned above.

Any member of N.A.L.G.O. who is not satisfied with the decision of the authority as to his status or as to the accuracy of the particulars contained in the statement accompanying the notification, specially in regard to the previous service which he is entitled to reckon for superannuation purposes, should at once communicate with the secretary of his branch with a view to his case being considered by the divisional secretary for the district.

It is of the utmost importance that there should be no delay in dealing with the matter, because if an appeal has to be made to the Minister it must be made within three months after the date when the member receives the notification. Where, for instance, a member is not credited in the statement accompanying the notification with all the previous service which he is entitled to reckon for superannuation purposes, he will lose the benefit of the service which has been omitted from the statement if he does not either get the authority to rectify the statement or appeal to the Minister within three months after the date when he receives the notification.

Similarly, where the statement does not, in setting out the remuneration on which contributions are payable by the employee, include any remuneration which he claims to be part of his remuneration for superannuation purposes, he should either get the authority to rectify the statement or appeal to the Minister within the period of three months mentioned above.

COMING EVENTS.

The Royal Sanitary Institute will hold a sessional meeting at the City Hall, Cardiff, on May 6 at 5 p.m., when discussions on "The First Municipal Asthma Clinic" and "The Place of the Public Health Department in relation to Council Housing Estates" will be opened by Dr. D. A. Williams and Mr. J. A. Clover respectively.

On May 26 and 27 lectures will be given at the Institute's headquarters, 90, Buckingham Palace Road, on milk pasteurization. From July 11-16 the Institute will hold a congress at Portsmouth. Subjects for discussion include school, hospital, and tropical hygiene, housing and town planning.

Public Health Services Exhibition and Congress to be held at the Royal Agricultural Hall, London, N., from November 14 to 19. In addition to a wide range of apparatus and machinery covering waterworks, sewerage, hospital requirements, etc., a large section has been devoted to air raids precautions with shelters, ambulances, and fire fighting appliances.



Local Government Abroad—The Mayor of Jersey City (Frank Hague).

In his speeches he frequently says that his appearance offers a fine example to the youth of Jersey City. His advice to the young ones is forthright and elementary. "If you will keep clean and work hard and stay honest like your Mayor," he says, "you can grow up like him and be respected as the first citizen of your city."

Hague's control over Jersey City is absolute. No one can hold a municipal job without his approval. No ordinance is passed unless it has his *imprimatur*. Even freedom to remain in the city depends upon his sanction. In determining what's good for Jersey City and what isn't, Hague doesn't consult anybody but himself. "I decide," he says. "I do. Me. Right here. And if the people of Jersey City don't like the way I run the town, they can get another mayor."

There is a legend in Jersey City that on Election Day the dead appear before the boss to find out how he wants them to vote. Whether the dead appear or not, they most assuredly vote. Since 1926 New Jersey has had a registration law which provides that once a voter has registered he doesn't have to register again as long as he remains in the same community. To Hague, a registered voter is a registered voter, dead or alive, and somehow the registered dead of Hudson County continue to be politically active for years after their demise.—*Extract from an article in The New Yorker.*

From the Greek.

To many men strange fates are given
Beyond remission or recall,
But the worst fate of all (tra la)
's to have no fate at all (tra la).
From "A Good Time Was Had By All,"
by Stevie Smith.

The World is Very Odd.

The world is very odd we see,
We do not comprehend it;
But in one fact we all agree,
God won't, and we can't mend it.
Being common sense, it can't be sin
To take it as I find it;
The pleasure, to take pleasure in;
The pain, try not to mind it.
Arthur Hugh Clough.

A schoolboy, applying for a post at the Town Hall, was asked to produce his "character," and went to get one from his headmaster.

"Did you get it?" the chief asked when he returned.

"No."

"Why not?"

"I don't want the job. I got your character instead."

AT RANDOM

By "HYPERION"

The vital thing about a country is not the number of square miles it covers, but the number of square people it contains.

Too Bad.

The farmer's daughter, on hearing that a neighbour was having the body of her husband cremated: "Weel, weel, some wimmen hae men to burn, while ithers canna get a man ava."

From *The Countryman*.

Clerihew.

Alfred de Musset
Used to call his cat "pusset."
His accent was affected—
That was to be expected.

Nicolas Bentley.

Epigrams

The English have an extraordinary ability for flying into a great calm.

Alexander Woolcott.

I was not offered the Order of Merit because the government knew I had already conferred it upon myself.

G. Bernard Shaw.

Freud, the noted psychologist, who discovered that babies are a bad lot.

Life is not what one thinks, but infinitely more so.

Better A.R.P. than
R.I.P.

The Poetic Housemaid.

The late Sir Edmund Gosse, the famous poet and critic, had a housemaid with literary ambitions. After the girl left his employ he found among the MSS she left behind, some lines which he used to quote as a gem of their kind. They were entitled *An Address to the Moon* and ran:
Moon, lovely Moon, with
thy beautiful face,
Careering through the
boundaries of space,
Whenever I see thee I
think in my mind,
Shall I ever, oh ever,
behold thy behind.

Final

A rating officer in Yorkshire recently received the following, written on the back of a final notice for rates:

No Work.

No Dole.

No P.A.C.

No Pension

No Swank.

No Rates.

You can do what the
hell you like.

LOCAL GOVERNMENT SERVICE

Application.

"Dear Sir, very honoured and respected,
"I asking for job. I can do any kind of works by virtue of my flexible brain and very advanced training. I passed matriculation in a very large college in —"

"The flexible brain I have in my possession will bend towards any kind of works your honour yoking on me. I mathematics passing very good credit, making very good machine-like work; modern calculating machine simply eclipsed by my brain. English I passing with credit so I can be burdened with correspondence writing."

"If your honour will be good enough to employ me, I will in duty bound always pray for your honour's long life. My prayers have always been heard as I always pray very loud. If wanting my services, I can come suddenly. Putting myself at your honour's large feet, I pray to become your honour's humble and faithful servant. I remain, your Godsend servant."

Efficiency Magazine.

A Versatile County Surveyor.

Advertisement of a mountain Admirable Crichton in the eminent "Lincoln County Republican" of Hamlin:

Do your Surveying Now—Write

A. C. HAGER,

Box 15—Midkiff, W.VA.

Residence—Ten Mile Ridge.

COUNTY SURVEYOR and NOTARY PUBLIC

Does Surveying anywhere at all seasons; writes deeds, takes acknowledgments, and other Notary work in Lincoln County. Minister marries people anywhere in West



No, Tommy, the gentleman doesn't like nuts.

Virginia. Sells Bibles, Testaments, Song Books and Hymnals—sizes, shapes and grades of each.

Farms—Will Sell, Lease, Rent or Buy. Pigs and Hogs; Raises, Buys and Sells. "GOOD WILL TO ALL MEN."

* * *

The Purge.

Mr. Frank Pick is Lord Ashfield's second in command in the London Passenger Transport Board. He has a high reputation as a traffic organiser, and is

"If I Were President."

A first prize of £1 1s. 0d., and a second prize of 10s. 6d., are offered for the most challenging and constructive passages from a hypothetical Presidential address at a N.A.L.G.O. Conference. Competitors should express their personal views on the Association's work and future policy. Entries must not exceed 200 words and must reach the Editor, "Local Government Service," 24, Abingdon Street, London, S.W.1, not later than Thursday, May 12.

largely responsible for the notably high standard of the Underground posters.

With those reservations I pass on a story told to me to-day.

Two men were straphanging in a crowded tube train. One grumbled: "Two fellows in this world should be shot—Pick and Hitler."

The other replied: "What has Hitler done?" From *The Evening Standard*.

* * *

Motorist: "I had the right of way when this man ran into me, yet you say I was to blame."

Cop: "You certainly were."

Motorist: "Why?"

Cop: "Because his father's the mayor, his brother's the chief of police, and I'm engaged to his sister."—Neal O'Hara in the *Memphis Commercial Appeal*.

Competition

THE LIBRARIAN'S DILEMMA

Local Government officers are clearly skilled in making excuses. Of the large number who tackled Mr. Muddlewick's problem of explaining to Mrs. Councillor Grundy why he sent Rabelais and an illustrated volume on nudism for her daughter's reading, few failed to provide an ingenious solution.

Most sent the right books later, saying either that the wrong ones had been despatched in error—according to several they should have gone, by special request, to Mr. Councillor Grundy—or that they were being submitted for Mrs. Grundy's advice on their suitability. But the majority fell at a vital hurdle; they failed to explain how the books came to be in the library at all. Mrs. Grundy is no fool, and she would see that both volumes were too well thumbed to be new or even to be kept permanently under lock and key.

Bearing this in mind we award the first prize to C. N. Jauncey 17, Weston Road, Stafford, and the second to A. H. Watkins, Central Library, Bromley, Kent. Shortage of space has made it necessary to cut both letters slightly.

FIRST PRIZE

My dear Mrs. Grundy,

As you requested, I send you herewith two books for your charming daughter's perusal—"The Toppingest Girl at St. Etchelberta's" and "The Beautiful Life of Ermytrude Goodbody."

By this time you will have received the two books I forwarded to you earlier this afternoon, just before I received your telephone call. I had intended to refer to them then, but when I found myself, as it were, face to face with one of the other sex, I could not bring myself to sully your chaste ear with even the mere mention of their names.

Unfortunately—and I tell you this in strict confidence, knowing that you will not let it go further—the library is only enabled to be kept in its present fine condition through the benevolence of a well-wisher, who insists on remaining anonymous. (He is, I may mention, a Very Distinguished Person.) He is very proud of what he chooses to call his "broadmindedness" (you and I know that this is only another name for licentiousness and lechery),

and thus, while the majority of the books he presents to us are eminently respectable and desirable—nay, even essential—he insists that we accept, with them, others which are nothing but the sweepings from the most iniquitous sinks of the human mind.

"All or none," he says.

Therefore, in order that we may continue to receive such books as "Higher Thoughts for Gentlewomen," "Soul-saving in Pongoland," or "Pants Over Darkest Africa," "Slaves of the Pint Pot—Their Treatment and Cure," it is unfortunately necessary for me to accept books by disreputable authors like Fielding, Smollet, Swift, and even Boccaccio.

It was that you might realise the awful nature of some of these books that I sent you two specimens, chosen at random: "Nature in the Raw" and the works of Francois Rabelais. But knowing and appreciating the sensitiveness of your nature, I beg that you glance through them but hurriedly. In fact, it would be better if you did not look at them at all.

I am, dear Mrs. Grundy,

Your obedient servant,

ALO. MUDDLEWICK

P.S.—I shall be glad if you will return the two books as, though I should like to destroy them, we must keep them in case our benefactor inquires about them.

P.P.S.—I think that bit on p. 83 of Rabelais is awful, don't you?

SECOND PRIZE

Dear Madam,

I must confess to a serious mistake which I perpetrated half an hour ago, and which might be the cause of misunderstanding between us.

The two books which were sent to you were recently returned by Ald. Smollett, who takes his chairmanship of the watch committee very seriously. In returning them to the cupboard in my office, they were inadvertently placed on the top shelf among a number of books recently purchased, dear Mrs. Grundy, for your particular perusal.

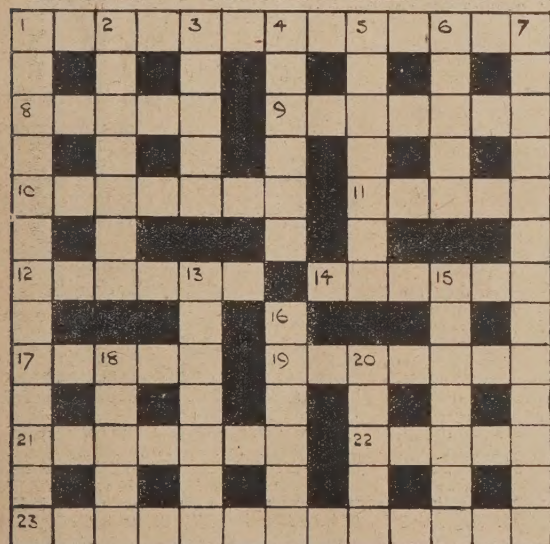
Their appearance in the library at all may need some explanation. During a particular mayor's year of office a few years ago, your late husband wished to launch a purity campaign and to tighten up the bathing costumes (used on the Merehaven sands) regulations. The mayor, thinking that your husband's views might have been restricted through lack of opportunity, and in order to give him a better outlook, suggested that he should read these books, which were accordingly purchased and happily fulfilled their purpose, to the satisfaction I was assured, of all concerned.

I am sending you herewith four books by your usual authors and hope that you will not keep the other two volumes longer than necessary.

Your obedient servant,

ALOYSIUS MUDDLEWICK.

"L. G. S." CROSSWORD No. 4.



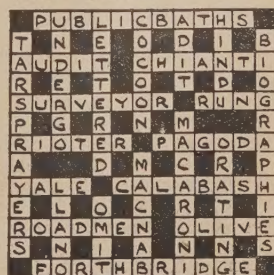
ACROSS

- His business may be picking up this summer! (4, 9).
- A Lancashire borough with the hump? (5).
- You'll find what water supplies should be tally in a European (7).
- These invasions suggest where the Minister of Transport's studs go (7).
- At this one expects to come across black sulks (5).
- Sartorial instruction after May? (6).
- In him we see the turning of the tide with an alternative (6).
- To prove suitable suggests simple propaganda of the National Fitness Council (5).
- Lay about study—and make it snappy! (7).
- West riding place? (7).
- Live to a hundred, maybe (5).
- No doubt a determined Leeds surveyor has plenty of this! (9, 4).

DOWN

- Reading would be an apt place for this edifice (6, 7).
- Black revolvers, possibly, but those the Town Clerk keeps are different! (7).
- To start with this looks Greek to us (5).
- Does she get corresponding advantages if she joins the N.A.L.G.O.? (6).
- The Mayor's chain of office is this, but so is a plain cake (7).
- "Let opening roses knotted oaks adorn, And liquid — drop from every thorn." (Pope). (5).
- What is the Chester rate to us? Something we'd be glad to have! (8, 5).
- Points to nothing, maybe, but Councils may have them (7).
- Where the far-seeing surveyor looks for granite? (7).
- The chemist regards it as a base thing (6).
- He leads a singular life (5).
- Where to hide 7 perhaps (5).

Anril Solution



READERS' FORUM



N.A.L.G.O.'s NEXT TASK National Salaries Scale

I should like to pay tribute to the excellent article, "A Junior Looks Forward," by Mr. C. A. Norman.

Now that the superannuation problem is out of the way, the question of national scales of salaries is the next task to be faced. The Burnham Scale for teachers set the teaching profession on its feet, and only a similar measure will enhance the status of the local government service.

At present we find the following anomalous position: an education committee will appoint a university graduate as chemistry master (for example) in one of its secondary schools and his remuneration will be fixed according to the Burnham Scale (reaching a maximum of about £490 p.a.). The same person, however, if appointed by the waterworks committee of the same authority as assistant chemist in the waterworks department will probably receive a maximum of approximately £300 p.a.

Only by acquiring still higher qualifications and a position as chief will he attain the £500 p.a. mark.

Is not the teaching service a local government service? Are not teachers local government officers?

If they are, then why are they the only professional class in the Service for whom good national scales of salaries exist?

"HONOURS GRADUATE."

DEPARTMENTAL CONFLICTS Suggested Remedies

As a recent recruit to the local government service I find that one of its outstanding defects is lack of co-ordination between the different departments, some of which are absolutely at loggerheads.

This is usually caused either by the overbearing manner of one section, or by its ignorance of conditions and methods of office organisation in another department. A person offended discusses his grievance with his fellows until the matter assumes proportions beyond its importance and leaves one party prejudiced against another.

Since criticism without intelligent constructive advice loses much of its value, may the following suggestions be tentatively put forward:

(1) That small matters should be immediately reported to an official, whose reprimand would be effective;
(2) That at local N.A.L.G.O. business meetings, a time should be set aside where vague grumbings could be put forward with a view to eliminating their cause; and
(3) That friendly personal approach to an offender be considered.

There is not the slightest doubt that these methods would do away with much foolish bickering, aid closer co-operation,

and improve the Service to the ultimate benefit of the ratepayer, whose interests

SHORTER PLEASE!

So great is the interest created by "Readers' Forum" that, despite the allocation of three pages, we have again been compelled to hold over many letters and drastically to prune those given. We apologise to those whose letters have been crowded out; if possible they will be printed next month.

May we again appeal to contributors to keep their letters as concise as possible?

This month's prize of 10s. 6d., goes to L. Wild.

should always be the chief consideration.
L. WILD.

19, Grasmere Road,
Stockton-on-Tees.

EXPLOITATION OF NURSES Propaganda by the Untrained

As State Registered Nurses of many years' experience, we wish to protest against the exploitation of our profession by untrained hospital workers, who, one cannot help but think, are themselves being used by an organisation which professes to have the interests of our profession at heart.

Few of the administrators of this organisation have any first-hand practical knowledge of hospital life. Those who have, have let their political aspirations overshadow their professional training. It seems to us that certain malcontents have given the leaders of this organisation an erroneous and exaggerated picture of present-day hospital life. This kind of information is only too readily absorbed by a certain type of trade union official for propaganda.

Recently we had the undignified spectacle, fostered by this organisation, of nurses? (how many were trained and S.R.N.?) parading the streets, and carrying banners. This example of cheap exhibitionism can only be regarded by all who have the true interests of our profession at heart with the deepest regret.

We know that this particular organisation has within its ranks many hospital workers, but the general public does not know that the greater number of these people are untrained assistant nurses, ward orderlies and ambulance workers. If these people desire to improve their lot, they have a perfect right to do so, but we contend that they have no right to call themselves nurses for this purpose, for by so doing they lower the dignity and high standard of our profession, and do untold harm to a cause which many of us hold dear.

We give the following as an example of untrained, uncriticized, staff attempting to lay down conditions for State Registered Nurses:

Many members of the staff of a certain hospital in the London area belong to the organisation which sponsored this so-called protest meeting. They are all keen workers for the organisation and desire to see its fantastic ideas brought to fruition, but—and this is illuminating—they are all either assistant nurses or ward orderlies. *Not one member of the State Registered Staff is interested in the doings of this association.* In fact, they all deeply deplore the recent meeting.

These untrained people in this particular institution have little cause for complaint. We grant that they now work 54 hours a week as against a previous 50 hours, but their salaries have increased in proportion (in many cases far more than that of a state registered mental nurse). They now have a month's holiday a year compared with 14 days before, and since the L.C.C. took over we contend that their conditions have definitely improved in every way.

There are few posts in these days in which untrained, unskilled, and, in certain cases, illiterate people can command £3 15s. 0d. for a week of 54 hours, plus uniform and a four weeks' holiday with pay. A county adjoining London with a 48-hour week is held up by this organisation as an example to be followed. The organisation does not mention that the conditions and salaries under this council are in no way comparable with those of the L.C.C. for a working week six hours longer.

We would, therefore, advise these untrained people to form their own organisation and not to masquerade as nurses, leaving the nursing world to conduct its affairs with its customary dignity and decorum in its own way and time.

TWO STATE REGISTERED
London. NURSES.

N.A.L.G.O. AND THE T.U.C.

The Case for Affiliation

The view expressed by Mr. Armitage in the paragraph headed "N.A.L.G.O. and the T.U.C." on page 142 of the April Journal is worthy of respect. Yet it seems to many of us that the case for isolation, like most cases for isolation, is more than a little unreal.

It might be urged that we should adopt unquestioningly the Civil Service practice. But does this not ignore the fact that the present relationship between the Civil Service Staff Association and the T.U.C. is the product, not of the voluntary action of Civil Servants, but of a piece of penal legislation which might have been fathered by the authors of the Combination Acts of 1799 and 1800.

Is it not true, also, that every employees' organisation has a duty towards that movement without which workers would never have obtained the right to organise? In refusing to affiliate to the T.U.C. N.A.L.G.O. is guilty of an act of gross ingratitude to all who have struggled for

this right. In these times, when some sections of our plutocracy openly flirt with ideas which strike at our fundamental liberties, it ill becomes us to forget our debt to the authors of those liberties. It is also exceedingly foolish to think that we can escape the fate which falls to other employees' organisations when liberty is lost.

N.A.L.G.O. must play its part in defence of liberty. It may, indeed, be "partisan," and Mr. Armitage warns us against this. Yet it would not be impertinent to suggest to Mr. Armitage that his own attitude is one which all who have designs on liberty will seek to encourage; he is an unconscious partisan himself.

Let us change our policy now. Tomorrow will be too late.

"DEMOCRAT."

Glasgow.

"PENCE FOR RESEARCH"

Peace Through the Libraries

I agree with you that the motto, "Millions for armaments, pence for research" should be forgotten. If the government spent more on the libraries, the armaments would be less necessary, since one of the main causes of war is the ignorance of the masses. Nothing is too good for the Forces, but the number of books on peace in our libraries is quite insufficient. I asked for a book to be reserved at the county library last November, but the demand for such books is so great that I am still waiting.

"STUDENT."

SALARIES AND PROSPECTS

A Junior's Grouse

Why cannot clerks—especially juniors—be paid salaries commensurate with the work they are doing? In the office where I am employed there was recently a reorganisation; duties formerly carried out by clerks receiving high salaries were given to us juniors. And were our salaries increased? I should think not—we are expected to consider ourselves fortunate in receiving less than £100 a year at 22.

Moreover, we are expected to spend large sums out of our miserable salaries in acquiring knowledge to help us to do our work better; and to remain happily content with our lot. Yet the great majority of our superiors (?) have not had a sound education and possess no qualifications.

What an incentive to work hard and improve one's position! Local authorities can at least help by paying a decent living wage.

"SPERO MELIORA."

Northallerton.

An Applicant's Grouse

From time to time I have applied for positions with other authorities, and I have been struck by the fact that about five out of ten town clerks and clerks send no word as to whether the appointment is made or not.

This practice of leaving officers in the dark is not fair. The expenditure of a few shillings would save suspense, probably avoid inconvenience to an officer's arrangements, and not hinder other applications

which he is making. Besides, I think that most officers like to know who is the successful applicant.

A SURREY MEMBER.

MORE "UNDERDOGS" GROWL

Divided Loyalties

In my view, as in that of many others, the committees which need alteration are the local ones. If these were reconstructed the district committees and the N.E.C. would automatically be brought into line.

My main reason for urging this reconstruction of local committees is the prevalence of applications for examination of salary and service conditions. To cite an imaginary but typical example: a junior or young member is in conflict with his chief over regrading, and applies to the local committee for help or a ruling. The chief concerned may be on this committee. What is his position? While on the committee he is responsible for the welfare of the junior, but away from it he is the "employer" of the "employee." Is it possible for him to reconcile these opposite positions?

Most of our local committees contain a majority of the higher officials upon whose shoulders falls the burden of running the various departments in the service as economically as possible. They are, therefore, faced with the fact that their business instinct is in direct opposition to their N.A.L.G.O. instinct.

If the chief leaves the committee because he feels that he should not pass judgment on a case in his own department, he leaves behind a body of officials who can see his case only too well, and the result is a foregone conclusion. Even if the chief is not on the local committee some representative of the staff usually is, and he is forced to represent two conflicting views.

I do not agree with Mr. Warren's contention that chief officials will support the little man's interests in order to maintain their own. They might support a standard near to their own, but cannot more credit be obtained through keeping down overheads and costs in their departments? And what, to the lay mind, constitutes overheads and costs more than salaries?

I have no Marx to close; but if Mr. Mell has obtained his views from it, I think I had better borrow a copy to open.

I would say to the "Elders," give us younger members a chance, listen to us. We have brains and can use them as well as anyone else.

A YOUNGER MEMBER.

Derby.

Youth Committees Urged

Would the establishment of Youth Advisory Committees of N.A.L.G.O. assist in removing the apathy to the Association shown by many young people, and in giving more representation to the views of the "underdog"?

Such committees would consist of, and cater for, N.A.L.G.O. members up to 25 or 30 years of age, and would concern themselves with the problems of service conditions which apply particularly to the young officers, and the promotion of all forms of N.A.L.G.O. activity among them.

I believe that young people would be more ready to take an active part in the work of such committees than they are in

that of ordinary branch or district committees, where their advent is not always welcomed by long-established seniors, while the experience gained would be of great value as a preparation for a more responsible position.

Such youth sections are already functioning with some success in the Civil Service Clerical Association, and in various trade-unions. As a member of 22, I would be very willing to do what I could to help in the formation of such committees.

A. S. BALE.

36, Waverley Road,
South Woodford, E.18.

"Capture the N.E.C."

Reference to a N.A.L.G.O. diary will show that on the 1936 membership of 93,500, 64,500 members received less than £260 a year, while 29,000 received more than £260.

I urge those 64,500 members to start an election campaign to ensure that local executives are formed solely of officers with less than £260. Then the most energetic and forceful must be proposed as candidates for the N.E.C. With 64,500 votes against 29,000 there should be no doubt of the success of the plan.

The N.E.C. having been won, the most important measures to be dealt with would be:

1. A stricter supervision of all new entrants to the service, eliminating "back door methods," and especially the transfer of ex-bus conductors and meter collectors to borough treasurers' departments, as rent collectors, etc.
2. Restriction of cheap female labour, such as that of comptometer operators, who frequently work only two days a week on the machines, doing clerical work the rest of the time, and thus preventing the appointment of junior clerks.
3. Advocacy of automatic increase scales of pay and elimination of intricate salary scales. This would enable the officer to attain a living wage at the suitable marrying age of 25 to 28, would secure for the higher officials satisfied staffs, and would enable them to demand higher salaries for themselves.
4. Appointment of more paid officials. Instead of the present district secretary, there should be paid secretaries for every five or six branches, who could devote their time to complaints, which at present get no further than the local executive or town council, there to be "held over."

These are suggestions—there is much more to be done. Any volunteers?

LLEW HIRD.

"Parnassus,"

Irby Road, Heswall.

MARRIED WOMEN WORKERS

"Selfishness and Greed"

Everyone knows that the calling of wife and mother is a whole-time job. Everyone also knows that in the present state of economic affairs there are not sufficient jobs to go round, nor are there enough husbands to go round.

For any married woman to wish to have both is pure selfishness and greed, and selfishness and greed are the curse of the world.

"ANON."

Glasgow.

ARE THE A. R. P. SCHEMES ADEQUATE?

Eliminating Panic

I would recommend "D. H. B." to read an address by Col. W. Garforth, printed in the March Journal of the Institution of Municipal and County Engineers, giving *authoritative* information on the effect of high explosive bombs and what can or cannot be done by the Kilo Electron incendiary bomb. Let me further recommend that he read Home Office Circular 701.602/109, December 31, 1937, "Experiments in Anti-Gas Protection of Houses," in which his fears regarding the efficacy of the "civilian" type respirator are shown to be groundless.

I cannot believe that his suggestion for bomb-proof shelters for the whole population was intended to be taken seriously.

Ninety per cent of air raids will occur during the early hours of the morning, and the task of shepherding the population from their homes, in various states of deshabille, into their shelters in five to ten minutes staggers the imagination. As the ten-minute warning is based on an estimate of fifty miles distance, nine out of ten will be false alarms, and it will not take much of this to make the populace fed up.

Were we to withdraw into our burrows, thereby stopping the wheels of industry, every time an enemy plane came within fifty miles of us, we should be doing, voluntarily, exactly what the enemy was trying to force us to do.

It is revolting to think that air-raid precautions should be necessary in this, the enlightened twentieth century. The thought of my little daughter having to wear a gas mask makes me want to vomit. The thought, however, of seeing her writhing under the effects of lethal or blister gases, would be infinitely worse, and it is not going to happen if I can help it. "D. H. B." seems to overlook the fact that to strip all these dangers of their strangeness is to remove half the fear and cause of panic.

THOS. E. CORSCADEN.
(Air-Raid Precautions Officer.)

Farnworth, Lancs.

"Driving Britain to War"

Air Raid Precaution schemes tend to set up a false sense of security in the minds of that section of the populace which will swallow anything, and a feeling of panic in the hearts of others. In this way a war mentality is produced. The civilian population is deceived into adopting so-called "defensive" measures, and in the event of this country entering into a war, whether an imperialist or collective security war under the League of Nations, the people will be ready to use the arms they have made.

The armament manufacturer will have his rake-off—and helpless men, women and children will foot the bill in the ensuing slaughter. Fear, stimulated by A.R.P. schemes is rapidly driving this country to war.

This country is mainly responsible for the state of affairs in Germany and Austria to-day. It is up to us to make amends. Let us forgive our enemies. That is the only way. Armaments and these foolish A.R.P. schemes will only increase the

suspicion and distrust already existing between nations.

Let the wise and fearless men of this nation say: "We will have nothing to do with wars and preparations for war—we will make a positive gesture for peace by asking Germany what we can do to help her people to enjoy the standard of life which we wish to obtain in this country."

G. CHARLES BALDWIN.

74, Sherwin Road,
Lenton, Nottingham.

The Conscientious Objector

If we accept the necessity of rearmament, and of winning the impending conflict, then A.R.P. is essential, and the prevention of panic a legitimate aim. The new civilian target must be trained for its role in modern warfare. On no account must it lose its "morale," i.e., its willingness to kill and be killed; discipline, confidence, and national unity must be maintained for the continuance of the war.

Some of us, however, oppose rearmament—do not admit that the dropping of bombs is ever a commendable activity (even on barbaric foreigners), and consequently refuse to be incorporated in the military machine. It is for our superiors to decide what treatment such a crime deserves.

RONALD C. BENGCE.

64, Hilden Park Road,
Tonbridge, Kent.

Principles No Protection

X. Y. Z., in his note on the "Conscientious Objector," writes, for so short a letter, an astonishing amount of rubbish. If he knew, or suspected, that someone was waiting for a suitable opportunity to attack him, would he not be foolish not to take some precaution against an assault?

"Be prepared" should be the aim of everyone—"conscience" and "principles" will not afford the slightest protection against gas or incendiary bombs.

If X. Y. Z., or anyone else, refuses to take part in A.R.P. training, solely on the grounds of being conscientious objectors, it would not appear worth while to try to convince them otherwise; any person who brings such obviously limited reason to bear on the subject, is hardly likely to be able to appreciate the other side of the question.

Addlestone. "UNCONVINCED."

Risk of Victimisation

X. Y. Z. raised a big point when he asked, in relation to A.R.P., what treatment was likely to be meted out to conscientious objectors in the service.

This business is part of a large machine for mass murder and, personally, I feel that we objectors are entitled to the protection of N.A.L.G.O. in the event of victimisation for non-participation. We expect to pay a price for our objection in the event of conscription, but not in the present circumstances.

Wimbledon.

A. V. W.

Officers' Duty

Whilst appreciating the rights of members to hold their own views, I think that it is

against the best principles of our Association to criticise the proposals of the Central Government by attempting to ridicule them. Moreover, the success of any precautionary measures will be seriously retarded if the officers primarily engaged in their explanation start on their task with an inferiority complex.

"D. H. B." says that the Government has admitted that gas bombs are less to be feared than high explosives or incendiaries. It would be more correct to say that it is easier to provide complete protection against gas bombs, and I would point out that the only practicable steps that can be taken to deal with the other two—bomb-proof shelters, protected rooms, and increased fire-fighting forces—are advocated. "D.H.B." thinks that the average householder will shrink from scooping up a burning bomb and will prefer to flee from a burning building, leaving all his furniture and effects to be destroyed. It is surely the task of A.R.P. officers and lecturers to educate the public in dealing with the incendiary bomb.

Your correspondent suggests the provision of bomb-proof shelters at £2 per head, masks that would keep out arsenical smokes, and protective clothing. Theoretically the suggestion of bomb-proof shelters may be good, but it must be remembered that they must be so situated that everybody can reach them in five minutes. Where can they be provided at the cost mentioned? The respirators provided by the Government will afford complete protection against the poisonous gases likely to be used in warfare, provided instructions are followed.

Therefore would I suggest that it is up to every member of our Association to do all he can to educate the inhabitants of his district in precautionary measures and to assist the Government, local authorities, and A.R.P. officers. By collective action we shall provide more protection than by doing nothing.

A. E. KAY.

Council Offices,
Brentwood,
Essex.

A Form of Conscription?

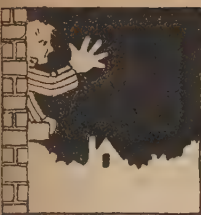
There exists, in this urban district, which is practically a suburb of Bristol, a widespread fear that A.R.P. stands for a form of conscription. This idea is holding back a large number of men from enrolling as volunteers.

A.R.P. volunteers should be informed whether they would be transferred to the Forces in war time, their places being taken by older men. Of course, A.R.P. training would not prepare a man for active duty, but might shorten his military training. These volunteers who are the first to come to the defence of our homes should not be the first to leave for active service—they should be the last.

Some official assurance should be given by the Home Office that A.R.P. recruitment is not a form of recruitment for military duties.

A.R.P., BRISTOL.

Kingswood.



FROM MY BOOKSHELF

By Jonas Praps



I AM old-fashioned enough to believe in and like my own country—it is, I feel, as worthy the title "God's own country" as any other, despite the boasts of modern dictators. I once read a book entitled "God's Own Country." It was about Australia and was, as Artemus Ward, I think, put it "wrote sarcastic." There are a few recent books about our own country worth noticing. First, Beverley Nichols' "News of England" (Cape, 7s. 6d.). This almost fits Artemus Ward's definition, for, if not entirely "wrote sarcastic," it is full of caustic criticism of English modes and manners. It is a social survey, not a travel book: a series of chapters on such topics as Oxford, dress foibles, Brooklands, country parishes, drink, and the like. Mr. Nichols has a style of his own, terse and direct and a level-headed, if somewhat blunt, manner of saying what he thinks about us.

The second is definitely topographical; entirely devoted to that best of all methods of getting to know a district intimately—walking. Donald Boyd and Patrick Monkhouse go "Walking in the Pennines" (Maclehose, 7s. 6d.). To many, the Pennines are a mere reminiscence of school-day geography lessons, but the beauty and grandeur of the district extending from Derbyshire almost to the Roman Wall are here unfolded for the reader's delectation.

Two ladies this time. Ella Pontefract and Marie Hartley give us "Wharfedale" (Dent, 6s.)—the last-named lady being responsible for the rather sombre but attractive wood-engravings. They, too, travel chiefly on foot, but they give more details of the historical associations of the district than the writers of the book previously named.

Further Experiences

A cycling trip from New South Wales to Port Darwin is the topic of "Hard Liberty: a Record of Experience," by Fred Blakeley (Harrap, 10s. 6d.). Three men made the journey on ordinary push-bikes, and one has only to recollect that their journey took them through the wildest parts of Australia to realise that the trip was at times hazardous and dangerous. The author had ever been of a roving disposition, caring more for freedom and wandering than schooling. If the sample of the author's spelling and composition given on the jacket is authentic it is as well that Muriel V. Morley edited this very entertaining volume.

Andre Mikhelson has had an adventurous career. Born in Moscow early this century, his father, a very wealthy Russian, became a fugitive. The boy existed alone in Moscow for four years, later escaping to Berlin, where he rejoined his father. The story of those four years has been told in another book. In "Kings and Knaves in the Cameroons" (Putnam, 10s. 6d.) he tells the story of his adventures in wild parts of the French Cameroons, his interests being

connected with mining concessions for "wolfram." A very unusual book.

Carl R. Raswan's book deals with recent events in the Near East. He has lived among Bedouins for many years. The purpose of his journey as recorded in "Escape from Baghdad" (Hutchinson, 18s.) was to use his influence on behalf of the Moderate party to keep Bedouin sheiks from joining the anti-Jewish revolt. The journey covered the country from Alexandria to Teheran and was full of interest.

Gamblers All

"The Diary of a Gambler," by D. A. Haseloff Lish (Sampson Low, 12s. 6d.) tells the story of a rich man who caught the gambling fever, sold his estates and all he possessed, only to lose it at Monte Carlo. The book is not entirely made up of his own experiences, but contains accounts of many strange happenings there. The author makes one realise the fatal fascination of the tables, has much to say about systems, and, unfortunately, too, of the many sad endings to the mad fever. Amusing incidents are not lacking—there is, for example, the lady accompanied by a rich Jew who gave her money to gamble with, and, on her coyly asking his advice, told her to put the money on the number representing her age. She put it on 23, but the gasp she gave when 35 turned up gave the show away.

World Affairs To-day

Sir Philip Gibbs in "Across the Frontiers" (Joseph, 10s. 6d.) takes a broad survey of world affairs in recent times. He is thoroughly outspoken in his criticism of the present-day trend towards dictatorship, the lessening of Christian ideals, the failure of the League of Nations, and, not least, of British foreign policy.

An intimate study of Hitler and the Nazi movement is given in Kurt G. W. Ludecke's "I Knew Hitler: the Story of a Nazi who Escaped the Blood Purge" (Jarrolds, 10s. 6d.). Hitler's personal intimate friend, supporter, and henchman so far back as 1922, he was an ardent worker in the Nazi cause. Failing to agree with later activities of the party he was interned in a concentration camp but escaped. The book is a strong indictment of Hitlerism, and if the writer's account of the brutalities related in the chapter on the Blood Purge is authentic it is a horrible blot on the character of the movement.

Lighter Literature

I must admit a partiality for Henry Wade's detective stories—there is usually more of a story in them than in the average "mystery." I must confess my disappointment on reading "Here Comes the Copper" (Constable, 7s. 6d.). It is a series of short incidents connected with varying types of crime. They are interesting but disconnected.

OFFICER LIBELLED

£100 Damages and Costs

Further illustration of the value of the Association's legal department in defending members is provided by the case of an officer libelled by a local newspaper.

The officer held the appointment of engineer and surveyor and waterworks engineer of an urban district council. During 1936 and 1937 the newspaper took every opportunity of making the officer a leading figure in articles reflecting on the work of the council, some of the articles imputing negligence and misconduct in the performance of his duties, and others holding him up to ridicule.

The officer approached the Association for legal assistance and counsel's opinion was obtained. Counsel advised that practically every reference to the officer in the newspaper seemed to be defamatory and that the only defences open to the newspaper would be justification and fair

NATIONAL HEALTH INSURANCE

An item of interest to uninsured local government officers.

Where an insured man is married on or after January 3, 1938, to a woman who has elected to remain insured as a voluntary contributor under the combined scheme of health and pensions insurance, he is entitled to become a voluntary contributor under the combined scheme, provided that 104 contributions under the Pensions Act had been paid in respect of his wife, at date of marriage. It will not, however, be open to him to become a voluntary contributor for both health insurance and pensions separately or for either purpose alone.

It must be clearly understood that this provision does not apply in the event of an uninsured man marrying a compulsorily insured woman; or a woman who became a voluntary contributor after January 2, 1938.

comment. He had no reason to believe that either defence would succeed.

The Association's solicitors were then instructed to issue a writ against the proprietors, printers, publishers, and the editor of the newspaper. A statement of claim was delivered and the defendants lodged their defence. Later the defendants indicated their desire to effect a settlement, and negotiations were begun for that purpose. A form of apology was submitted by them and they suggested that the case would be fully met by a payment of £25 in respect of damages and costs.

The Association's solicitors indicated that, while the officer did not wish to be vindictive, he regarded the series of attacks, made on him over an extended period, as a serious matter and that, therefore, such an offer would not be accepted. Eventually the matter was settled on the following terms:

(a) An agreed form of apology to be published in two successive issues of three local newspapers;

(b) Payment of £100 by way of damages;

(c) Payment of costs as between solicitor and client, including the officer's costs before action; and

(d) An undertaking not to repeat the libels complained of or similar libels.

HEADQUARTERS ANNOUNCEMENTS

N.A.L.G.O., 24, Abingdon St., Westminster, S.W.1. Telephone: WHITEHALL 9351.

Telegrams: Natassoc, Parl., London.

General Secretary: L. Hill.
Deputy General Secretary, Legal Secretary and Insurance Secretary: J. Simonds, M.A., Barrister-at-Law.

Accountant: H. G. Baker.

Organising Secretary: J. B. Swinden.

Education Secretary: H. Slater, B.Sc. (Econ.), F.C.I.S.

Special Activities Secretary: H. Wright.

Public Relations Officer: A. Spoor.

Divisional Secretaries:

Metropolitan and Eastern: T. M. Kershaw, 24, Abingdon Street, S.W.1; WHITEHALL 9351.

North-Western and North Wales: Haden Corser, 2, Mount Street, Manchester, 2; Blackfriars 7668.

North-Eastern and Yorkshire: W. Cecil Wood, 12, East Parade, Leeds, 1; Leeds 24861.

East Midland, West Midland and South Wales: J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3; Central 1836.

South-Eastern, Southern and South-Western: F. Thomas, Room 60, Somerset House, Reading; Reading 3880.

Scottish: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1; Douglas 404.

IMPORTANT DATES

May 21.—N.E.C. to meet in London.
May 26, 27, 28.—N.A.L.G.O. Examinations.

May 31.—Branches to remit all monies due to the Association to Headquarters.

June 4.—Opening of Croyde and Cayton Holiday Centres. (Incorrectly given as April 14 in April issue.)

COST OF LIVING

The average percentage increase in the cost-of-living index over the July 1914, level for each of the past six months is:

November 60	February 57
December 60	March 56
January 59	April 54

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

	Feb.	Mar.	Apr.
Food	42	40	37
Rent	59	59	59
Clothing ..	110	110	110
Fuel and Light ..	85	85	85
Other items ..	75	75	75

BLACKPOOL CONFERENCE

May 2.—Counting of votes for election of National Executive Council commences.

May 7.—Voting papers for honorary officers and for venue of Annual Conference, 1939, to be in hands of branch secretaries.

May 21.—Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.

Branches desiring to divide voting

strength at Conference to notify Headquarters of allocation.

Voting papers for honorary officers and for venue of Conference to be returned to Headquarters.

June 4.—First day of Conference.

June 6.—Second day of Conference.

CONFERENCE PROGRAMME AMENDMENTS

Delegates to the annual conference are asked to note the following changes in times of meetings as recorded in the programme:

County branch representatives—will meet at 5.30 p.m. on June 3 in the Indian Lounge, Winter Gardens, instead of 3.0 p.m.

Editors of Branch Magazine—will meet at 8.0 p.m., June 6, at the Hotel Metropole, instead of June 5.

In addition to the meetings already arranged, there will be a meeting of **Public Relations Correspondents** in the Baronial Hall, Winter Gardens, on Tuesday, June 7, at 11.30 a.m. It is hoped that branches without a Public Relations Correspondent at conference will instruct a delegate to attend.

HEADQUARTERS AND BRANCHES

The following circulars have been sent to branch officers:

March 28.

30/SA/38 (To each branch secretary.)

(a) Stating that a specimen copy of the Association's Holiday Guide is being sent and enclosing order forms.

(b) Enclosing copies of the Holiday Centres brochure, and a list showing the vacancies at the Centres.

(c) Regarding vacancies at Cefn-y-Mynach Private Hotel.

(d) Enclosing brochures and application forms for the Association's continental holidays.

(e) Enclosing copies of the N.A.L.G.O. Colours current price-list.

31/ED/38 (To each branch secretary and education correspondent, and to secretaries of Area Education Committees.)

Giving full information concerning the Sir George Chrystal Prize Essay Competition.

32/ED/38 (To each branch secretary and education correspondent.)

Regarding degrees and diplomas in public administration, and enclosing a questionnaire in respect of members of the branch who have such qualifications.

March 29

28/ORG/38 (To each branch secretary.)

Concerning dual members of N.A.L.G.O. and the Registrars' Association.

33/ORG/38 (To each branch secretary.)

Concerning the application of provincial Whitley Council standards in districts for which they were not designed.

34/38 (To each branch secretary.)
Regarding the presentation of branch and district news in LOCAL GOVERNMENT SERVICE.

35/GEN/38 (To each branch secretary.)

Enclosing a leaflet describing the General Secretary's new book THE LOCAL GOVERNMENT OFFICER.

36/ORG/38 (To each branch secretary.)

(a) Regarding the possibility of the contraction of diseases by officers, due to the nature of their duties.

(b) Asking whether the local authority concerned has an insurance scheme in operation covering officers not included within the provisions of the Workmen's Compensation Acts.

(c) In the absence of such a scheme, asking whether the branch desires representations to be made to the authority.

37/BO/38 (To each branch secretary.)

(a) Regarding the Benevolent and Orphan fund purse session at the Annual Conference.

(b) Enclosing copy of a new booklet describing the work of the B. & O. Fund.

38/GEN/38 (To each branch secretary.)

(a) Regarding the dispatch of copies of the Annual Report.

(b) Regarding the last day for accepting amendments to notices of motion in the Conference Agenda.

March 31

29/CONF/38 (To each branch secretary.)

(a) Enclosing conference agendas equal in number to the representatives of the branch on the district committee.

(b) Giving instructions regarding the election of the N.E.C.

40/GEN/38 (To members of the N.E.C., to the Honorary Officers; and to delegates to Conference appointed by district committees, branches, and sectional and professional organisations.)

(a) Enclosing various booklets, forms, etc., for use in connection with the Conference.

(b) Stating that tickets of admission to the public session are available.

(c) Regarding attendance at annual meetings of ancillaries.

(d) Regarding the appointment of substitutes.

(e) Concerning the last date for receipt of amendments to motions in Conference agenda.

(f) Stating that a copy of the minutes of proceedings of the Annual Conference, 1937, has been sent to each branch.

April 5

41/ED/38 (To all delegates to the Annual Conference.)

Regarding the meeting of those education correspondents present at the Annual Conference, and enclosing a copy of the agenda.

42/ED/38 (To the secretaries of branches and area education committees, and to education correspondents.)

Enclosing a copy of the booklet giving particulars of the 1938 Summer Schools.

43/GEN/38 (To members of the N.E.C. and to delegates to Conference appointed by district committees, branches, and sectional and professional organisations.)

(a) Enclosing a copy of the Annual Report of the Association.

(b) Enclosing a leaflet giving details of travelling facilities available to delegates.

£16,755
SPENT IN
1936

£20,063
SPENT IN
1937

EACH

YEAR

N.A.L.G.O.'s

BENEVOLENT &

ORPHAN FUND

**GIVES MORE
AND MORE**

The extent to which this compassionate work can go on will be decided by the amounts included in purses presented at Conference, next month. Please be generous with your contributions.

N.A.L.G.O. CONTINENTAL HOLIDAYS

NOW that Easter is over, most members will be seriously considering where to spend their summer holiday. Already 140 members have booked their holidays in Switzerland and France, and there is every indication of an even more popular season than in 1937, when nearly eight hundred joined the N.A.L.G.O. parties for Switzerland.

The programmes have been arranged with special attention to members' needs, and the hotels *personally selected* by a Headquarters official experienced in the tastes and requirements of N.A.L.G.O.

CARGO-BOAT HOLIDAY LIST READY

Write to N.A.L.G.O.,
24, Abingdon St., London, S.W.1.

passengers. Write to 24, Abingdon St., London, S.W.1., for brochure and booking form.

SWITZERLAND.

	9 days	16 days
Montreux	£11 11 6	£16 12 6
Locarno	£11 9 6	£15 18 0
Lugano	£11 11 6	£16 1 6
Interlaken	£11 18 0	£17 1 6
Lucerne	£11 5 0	£16 15 0

The prices given include:

Return, London to destination, 3rd class England,
2nd Continent and 1st boat;

Reserved seats on train;
Dinner and Breakfast on outward journey;
Services of N.A.L.G.O. Official;
Transport of Baggage from station to and from hotel;
Hotel Accommodation with Full Pension;
Extra Lunch on day of arrival and Extra Dinner on day of departure;
Tips and Taxes;
Season Tickets on mountain railways and lake steamers for unlimited number of journeys;
Visit to various places of interest;
Admission to Kursaals, for Dancing, Concert and Variety, Tennis Courts, Cinemas, Bathing Beaches;
Reduced Rates for various excursions.
Services of S.H.P. Representatives and Interpreters.
Baggage Insurance up to £50 and Personal Accident Insurance up to £500.
Map of Switzerland and Time-table for local excursions.

FRANCE. Paris.

4 days £6 1 9 : 5 days £6 15 3
8 days £9 18 2 : 9 days £10 14 8

These prices include:

2nd class travel, London to Paris, 1st class boat and return via Newhaven—Dieppe;
Full hotel accommodation;
Hotel gratuities and taxes;
Services of escort during the journey, N.A.L.G.O. official to France (for the larger parties), and F.H.P. staff in Paris;
Conveyance of passengers and hand baggage between station and hotel;
Half-day excursions in Paris, to Versailles, Chantilly, Senlis, Ermenonville, St. Denis;
Visit to the Louvre.

Mentone (French Riviera).

9 days £12 11 6 : 16 days £16 8 0

These prices include:

2nd class travel, London to Riviera resort, 1st class boat, and return via Newhaven—Dieppe;

Boots Booklovers' Library.

Renewal date for subscriptions—
May 1.

Please complete form obtainable from branch secretary, or
N.A.L.G.O., 24, Abingdon St.,
London, S.W.1.

Full hotel accommodation;
Hotel gratuities and taxes;
Services of escort during journey and N.A.L.G.O. official to France for large parties;
Conveyance of passengers and hand baggage between station and hotel;
Season ticket valid for unlimited number of journeys on the coaches of the "Rapides du Littoral" between Nice, St. Jean Cap Ferrat, Villefranche, Beaulieu, Monaco, Monte Carlo, Cap Martin, Roquebrune, Mentone, Garavan and Sospel;
Season Ticket for Mentone casino, for concerts, dancing and cinema;
Admission to aquarium at Monaco and tropical gardens at Monte Carlo;
Conducted Alpine walking tour;
Motor boat excursion from Mentone to Monte Carlo;
Season ticket for funicular L'Annunciata at Mentone;
Motor coach excursion to San Remo.

MOTOR COACH HOLIDAYS

of 13 days, spending the 5th to 9th days at Mentone, for £14 9s. 2d., include most of the items given above. A 16-day motor coach holiday, spending the 5th to 9th days at Mentone and the 12th to 16th days in Paris, includes half-day excursions in Paris, to Versailles and a visit to Louvre, at a cost from £17 15s. 2d.



IT'S
READY

SELL "BEANO" and win a holiday

Six magnificent free holidays are offered to *all* members for selling copies of "BEANO."

A competition has been arranged to give each a fair chance.

Get details from your local "contact officer" or branch secretary.



Start selling now—

and help your own

BENEVOLENT AND ORPHAN FUND

N.A.L.G.O. OFFERS YOU



the  or the 
for which you've been waiting
by means of its

MOTOR HIRE PURCHASE SCHEME



★N.A.L.G.O. HIRE PURCHASE
rates are lower than those of
FINANCE CORPORATIONS

★STRICT
Privacy is
ASSURED

★TRANSACTIONS
can be completed
IN 48 HOURS

★STRAIGHT-
forward
CONTRACTS

.....WRITE FOR FURTHER DETAILS.....

To N.A.L.G.O. MOTOR DEPT.,
24, ABINGDON STREET, WESTMINSTER, S.W.1

I am interested in the purchase of a NEW * MOTOR CAR /* MOTOR
CYCLE, the LIST PRICE of which is

£..... * 12 months
Repayment to be made over a period of * 18 months
* 24 months

NAME.....

ADDRESS.....

(* Delete where not required—post open envelope, ½ d.)

JUST A PLAIN ANNOUNCEMENT

No "fancy" letters, no pictures, no
tricks of modern advertising, no
"never-to-be-repeated" offers, but
a simple reminder of the excellent
facilities for buying your house,
provided by the N.B.S.

Loans at $4\frac{1}{2}\%$ and $4\frac{1}{4}\%$

100% advances in approved cases

NALGO BUILDING SOCIETY
24 Abingdon Street
Westminster, S.W.1.

Education Page

DON'T BE AFRAID OF THE EXAMINER!

AT this time of the year most students are putting the finishing touches to their studies preparatory to entry for the examinations. Careful revision of notes is essential. If you have undertaken your studies thoroughly there is no need to be afraid in the examination room. Do your best. No one can do more than this, but many do less.

It is not uncommon for a candidate, after the first or second session, to feel that he has done badly, and to lose heart for the subsequent sessions. This is an absolutely wrong view to take. It is quite probable that you have not done so badly as you feared, and, even if you have not reached a satisfactory standard in one paper, this should be an added reason for redoubled efforts for the remainder of the examination.

The examiner is not out to "catch" you. The examination papers are designed to test your knowledge of the subject; read each question carefully, and, where your comments are invited, express your views fully, without being partisan. Where there are two sides to any question, outline both aspects. Your coaching institution has done its work, and it now largely rests with you what the result will be.

Summer Schools

Those interested in the general study of local government will derive great benefit from attendance at one of the Association's summer schools. This year summer schools are being organised as follows:

Berlin.—At the Kommunalwissenschaftliches Institut, from June 25 to July 2. The lectures will deal with the development of public administration in Germany and the changes in local government since 1935. Opportunity will be afforded for the students to visit local government establishments. The number of students attending will be strictly limited, and applications for enrolment must be forwarded to headquarters by May 16. The fees are £9, which includes all accommodation, meals, and travelling expenses from London.

Bangor.—At the University College of North Wales, Bangor, from July 16 to 23. The lectures will deal with the relationship between local government and the community, and with public relations. The fees will be 12s. 6d. per day.

Scotland.—At St. Andrews University, from June 18 to 25. The lectures will deal with local government and industry, and the evolution of Scottish local government.

The summer schools booklet is obtainable from headquarters on application, or from your branch secretary.

Students attending the summer schools derive great pleasure from the social and recreative side, and the lectures are interesting and informative. There need be no apprehension about our visit to Berlin. Whatever our political views may be it is well for us to see and to study closely other forms of administration and to compare them critically with our own.

Essay Competitions

There are two national essay competitions open to members of the Association—the Sir George Chrystal prize essay competition, organised in connection with the Bangor summer school, and the J. E. Highton Memorial prize essay competition, organised in connection with the Scottish summer school. The prizes in each are:

1st Class.—3 guineas, open to officers whose salary is £250 per annum or more, and

2nd Class.—2 guineas, open to officers whose salary is less than £250 p.a. Full particulars of the competitions are given in the Summer Schools booklet.

"ENERGY OF THE SOUL"

The University Atmosphere

There is a Government Committee, known as the University Grants Committee, which, every five years, visits universities and reports on their work. The excellent comments on university life in its last report are worth quoting.

"An education for life," the report states, "may be achieved in many different ways. Certainly it is not achieved solely in the lecture room, laboratory or library. The mere acquirement of knowledge is not enough."

"The excitement of being plunged into a new environment and a more spacious mode of life, with all its possibilities of congenial study and congenial companionship; the informal discussions of a few friends about all things in heaven and earth up to all hours of the night or morning, where the argument is followed whithersoever it leads; the clash of mind between the youthful historian, medical student, engineer, members often of different social classes and bringing into the pool different experiences and different prejudices, with the resulting recognition of the existence of a different point of view and of the need of taking account of them; and in all this the exhilarating sense of intellectual daring and adventure; these are the influences which stimulate thought and enlarge its boundaries, develop the faculty of judgment and arouse in students that energy of the soul in which Aristotle found the essence of true well-being."

Value of Week-End Schools

Many members of the Association have not had an opportunity of a University education, but much of the atmosphere and the underlying principles embodied in the quotation above are available for those attending the week-end schools organised by the various area education committees. The growth of our week-end schools is evidenced by the fact that during the past three months three successful Week-end Schools have been organised.

That held at Henderson Hall, Newcastle, under the auspices of the North-Eastern District area education committee was opened by Lord Eustace Percy, and the Lord Mayor of Newcastle (Alderman

Gilbert Oliver) presided. The lectures delivered by Mr. A. N. Shimmin of Leeds were greatly appreciated and the discussions were live and interesting.

Mr. H. M. Spink, Director of Education for Northumberland and Mr. T. Walling, Director of Education, Newcastle, addressed the students.

Mr. J. L. Holland, President-elect of the Association proposed a vote of thanks to Lord Eustace Percy and the Mayor was thanked by Mr. R. E. Heron, Chairman of the North-Eastern District committee.

A report of the Eastern District week-end school, held at the end of March, was given in the April issue of the Journal.

The North-Western District week-end school was held at Cefn-y-Mynach, Rhos-on-Sea, on April 2 and 3. On the first day Mr. C. A. W. Roberts, M.B.E., vice-chairman of the Association's education committee, presided and Alderman W. S. Mycock, J.P., chairman of the Swinton and Pendlebury education committee, lectured on "Party politics in local government." On April 3 the chairman of the Flintshire county council, Mr. T. Waterhouse, J.P., presided, and a lecture was delivered by Mr. R. A. Macdonald, M.A., lecturer in economics at Liverpool University on "Ratepayer v. Taxpayer."

Interesting discussions took place at both sessions. The chairman of the Flintshire county council said that he had only recently made contact with N.A.L.G.O. and was greatly impressed with the educational work the Association was undertaking. He looked forward to a closer relationship with N.A.L.G.O. in the future.

The Yorkshire District week-end school was held at Bingley on April 22 and 23. Mr. R. E. Sopwith, chairman of the Yorkshire District area education committee, occupied the chair and the school was opened by County Alderman R. M. Grylls, chairman of the West Riding higher education sub-committee, who expressed appreciation of the Association's educational work. Councillor A. Jowett, chairman of the Bingley Urban District Council welcomed the School to Bingley. Mr. Johnson, vice-chairman of the Yorkshire District W. E. A., conveyed greetings of that body. An address was given by B. Kenyon, Esq., on local government law, and two lectures were delivered by A. N. Shimmin, Esq., lecturer in economics and director of studies for the diploma in social organisation at the university of Leeds. A film display was enthusiastically received.

Poor Law Examinations Board

Attention is drawn to the fact that the syllabuses and conditions of entry to the examinations of the Poor Law Examinations Board have been revised. It is therefore essential that candidates for the Board's examinations in 1939 and after should ascertain from the hon. secretary of the Board whether they are eligible under the new regulations for entry to the examinations and to familiarise themselves with the regulations and the new syllabuses.

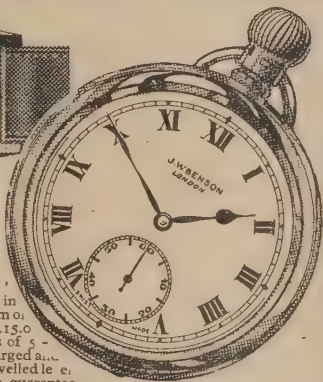
IF you judge **VALUE** by **QUALITY** . . .

BENSON'S offer you one of these Men's Solid Silver Watches



Silver Wrist Watch, Crocodile, Snake or
Pigskin Strap, £3.15.0

3/- WITH ORDER can make you the owner of either of these solid silver Benson watches. The price of pocket model (Benson's 'City' Watch) is £3.5.0. Balance payable in 12 monthly sums of 5/- and final sum of 2/-. The price of wrist watch is £3.15.0. Balance payable in 14 monthly sums of 5/- and final sum of 2/-. No interest charged and these are reduced terms. Fully-jewelled lever movements. Benson's full written guarantee. Post coupon to-day for free Watch Catalogues, Benson's Silver 'City' Watch, £3.5.0 and Special Order Form.



BENSON'S offer you this Ladies' Solid Gold Wristlet Watch



Ladies' Solid Gold Wristlet Watch £4.10.0
(Reduced from £5.5.0)

4/- WITH ORDER can make you the owner of this solid gold £4.10.0 wrist watch on moire silk band. Balance of the cash price payable in 8 monthly sums of 10/- and final sum of 6/-. No interest charged and these are reduced terms. Fully-jewelled lever movement covered by Benson's full written guarantee. Post coupon now for free wrist Watch Catalogue and Special Order Form.

BENSON'S offer you one of these beautiful £7.10.0 Gem Rings



Diamond



Diamonds



Diamonds



Diamonds

All one price, £7.10.0 each.

5/- WITH ORDER can make you the owner of a gem ring from Benson's latest range of £7.10.0 rings with the new 1938 settings which show up the beauty of the stones to the utmost advantage. Balance is payable in 14 monthly sums of 10/- and a final sum of 5/-. No interest charged and these are specially reduced terms. Post coupon now for free Ring Catalogue and Special Leaflet illustrating full range in colour.

You should see
BENSON'S
FREE CATALOGUES
and Special Offers!

CAREFUL BUYERS consider more than price when they judge value. The quality of the article, the reputation of the firm making the offer and the service which is *guaranteed*—these are factors which, combined with a fair price, constitute **REAL VALUE**.

BENSON'S have a century-old reputation for supplying fine quality watches and rings at fair prices. The ever-growing list of customers in all walks of life is concrete evidence of the satisfaction which their products give.

THEIR 'Times' System of Monthly Payments (which is not 'hire-purchase' but gives *immediate ownership*) has been in use for over 40 years and provides an easy means of purchase without extra cost. See the special offers announced in this advertisement.

POST THE COUPON below for Benson's illustrated catalogues.

POST THIS COUPON FOR FREE CATALOGUES

BENSON'S

To J. W. Benson, Ltd., Dept. 'A'
62 & 64, LUDGATE HILL, LONDON, E.C.4.
Please send, post free, illustrated catalogue(s) indicated,
with particulars of Monthly Payments, and
SPECIAL DISCOUNT to Local Government Officers.

Monthly Payments available for any of the following—

- ☐ A Pocket Watches, Chains, etc.
☐ B Wristlet Watches ☐ C Rings & Jewellery
☐ E Plate, Cutlery, etc. ☐ F Clocks

Please put a **X** against catalogue(s) required.

Name.....

Address

L.G.S. May

Who pays?

Fees of

**DOCTOR'S BILLS
SPECIALISTS
ANÆSTHETISTS
SURGEONS**

Cost of Treatment at a

**NURSING HOME
SANATORIUM
HOSPITAL**

Charges for

**X-RAY
ELECTRICAL TREATMENT
MASSAGE**

Do you?

Or do we?

Why not let us

Such expense, while essential to combat ill-health, often comes unexpectedly and at a time when it is most difficult to meet.

YES, if you are a member of the N.A.L.G.O. Hospital and Nursing Home Scheme, paying the monthly subscription of 1/9 (plus a small management fee), you are eligible for benefits up to £50, to safeguard you financially in time of serious illness.

send you full details? Write to N.A.L.G.O., 24, Abingdon St., London, S.W.1, or ask your local branch correspondent.

The New Syllabus of the
I.A.R.V.O.

becomes operative in 1940

Courses, specially written by experts in the Service, are provided by N.A.L.G.O.'s coaching institution which has assisted hundreds of students to success.

Those wishing to take the last examination under the present I.A.R.V.O. Syllabus, in 1939, are strongly urged to enrol at once.

For advice in planning your career write to the Secretary :

Nalgo Correspondence Institute,
24, Abingdon Street,
London, S.W.1

SIR KINGSLEY WOOD'S



message to
**BOYS &
GIRLS**

"What I as Minister of Health want to impress on you is that the future of our country largely depends on the health and fitness of you young men and women."

Young employed people under 16 are insurable for free medical treatment and medicines.

**JOIN YOUR OWN SOCIETY FOR
HEALTH INSURANCE AND
ADDITIONAL BENEFITS**

NALGO APPROVED SOCIETY,
24, Abingdon Street, London, S.W.1

ANNUAL CONFERENCE AT BLACKPOOL

AMENDMENTS TO MOTIONS AND ANNUAL REPORT

AGENDA ITEM 11.

Annual Report—pages 83-90. Paragraphs 119-120.

Amendment submitted by the South Wales and Monmouthshire District Committee:
That the Thrift Scheme be referred back for further consideration by the National Executive Council.

Annual Report—paragraph 7.

Amendment submitted by the Essex County Branch:

That this Conference, concurring in the Report of the National Executive Council that "Alterations of rules and resolutions involving money should not be viewed as being any more important than resolutions involving important policy," considers it desirable that the rules of District Committees should be amended if and where necessary in accordance with this principle.

AGENDA ITEM 12.

Affiliation with the National Federation of Professional Workers.

Amendment submitted by the North-Western and North Wales District Committee:

That the Notice of Motion by the Aberthillery Branch be referred to the National Executive Council for consideration and report to the Annual Conference, 1939.

AGENDA ITEM 13.

Voting—Election of National Executive Council.

Amendment submitted by the East Midland District Committee:

To delete the word "more" at the commencement of line 3 of the Notice of Motion and the words "by the addition or use of plain envelopes" on the same line.

AGENDA ITEM 14.

Holiday Centres.

Amendment submitted by the Glasgow Branch:

That this Conference, while in agreement with the policy of the extension of holiday centres, considers it necessary to establish a centre in Scotland, prior to extension in England and Wales.

Amendment submitted by the Bognor Regis Branch:

That the words "and that previous resolutions authorising such acquisition or construction be rescinded" be deleted, and the following words be substituted therefor: "prior to the Annual Conference, 1939."

Amendment submitted by the Dunbartonshire Branch:

That after the word "rescinded" on the last line, the following words be added: "That this motion shall not apply to the provision of a Centre in Scotland."

AGENDA ITEM 15.

Benevolent and Orphan Fund.

Amendment submitted by the West Norfolk Branch:

That subscriptions to the Benevolent and Orphan Fund be made a compulsory condition of membership of N.A.L.G.O. and graded according to salary as follows:

Up to £120 per annum	... 2d. per month
£120 to £260 per annum	... 3d. per month
£260 and over per annum	... 4d. per month

AGENDA ITEM 17.

New B. & O. Fund Regulation.

Amendment submitted by the North-Western and North Wales District Committee:

That the words "and of the Chairman of the District Committee" be added after the word "District" at the end of the Regulation.

AGENDA ITEM 18.

Benevolent and Orphan Fund.

Amendment submitted by the South Shields Branch:

That this Conference, whilst welcoming the desire to increase the allowances to necessitous widows, regrets the action of the National Executive Council in making such additional grants without first giving Branches and District Committees the opportunity of expressing their opinions as to the necessity of making additional grants in individual cases, and therefore instructs the Council to have regard to the recommendations of the District Committees before increasing existing allowances.

Amendment submitted by the North-Western and North Wales District Committee:

That, as it is the desire of the National Executive Council to increase the weekly grants at present being paid to beneficiaries of the Benevolent and Orphan Fund, this Conference be urged to use its influence with the branches to provide the necessary funds to make this possible.

AGENDA ITEM 20.

Benevolent and Orphan Fund.

Amendment submitted by the Croydon Branch:
That the Notice of Motion be amended to include the following paragraph:

"By making the Life Membership donation £5 5s. 0d. instead of £2 2s. 0d."

Amendment submitted by the Wimbeldon Branch:

That after the words "subscription rates to N.A.L.G.O." the words "graded according to salary" be added to paragraph (2) of the Notice of Motion.

AGENDA ITEM 26.

Increased Cost of Living.

Amendment submitted by the Metropolitan District Committee:

That having regard to the intention of the National Executive Council to seek to obtain national standards of salaries and service conditions, the question of taking any action, at the present time, to secure improved scales of salaries to meet the increased cost of living be left to the discretion of the National Executive Council.

AGENDA ITEM 27.

Increased Cost of Living.

Amendment submitted by the Metropolitan District Committee:

That having regard to the intention of the National Executive Council to seek to obtain national standards of salaries and service conditions, the question of taking any action, at the present time, to secure improved scales of salaries to meet the increased cost of living be left to the discretion of the National Executive Council.

AGENDA ITEM 29.

Post-Entry Training.

Amendment submitted by the Metropolitan District Committee:

That the model scheme of Post-Entry Training (paragraph 3, pages 10 and 11 of the Report of the National Executive Council) be amended as follows:

(a) The following additional paragraph be appended to section 1 of the Scheme: "In the case of an authority with a relatively small staff, the scheme should be administered by the Chiefs of departments in consultation."

(b) Substitute the word "a" for the word "the" in the sixth line of the second paragraph of section 2 (a).

(c) Add the words "to the junior" at the end of the second paragraph of section 2 (a).

(d) The following sentence to be appended to the second paragraph of section 2 (a): "In the cases of those authorities which are not responsible for higher education, they should co-operate with a higher education authority to obtain these facilities."

(e) Delete all words after "assistance" in the first line of section 2(b) (i) and substitute the words "in approved cases to officers to enable them to undertake courses for professional, technical and/or administrative examinations" therefor.

(f) Delete the words "transfer by" and also the second comma in the third line of section 2 (c) (i).

(g) Delete the words "one local authority and another" in the fourth line of section 2(c) (i) and substitute the words "local authorities" therefor.

(h) After the word "facilities" in the first line of section 2(c) (ii) add the words "in approved cases."

(i) After the word "attendance" in the first line of section 2(c) (ii) add the words "of officers of all grades."

Amendment submitted by the Lancashire County Branch:

That the Model Scheme of Post-Entry Training be approved in principle with a view to consultation with branches upon its details, so that after such consultation the National Executive Council will be enabled to take such action as they may consider necessary to implement the Scheme and to ensure the adoption of Post-Entry Training in the local government service.

Amendment submitted by the Surrey County Branch:

That the following words be added: "and that the National Executive Council take further steps to secure entry to positions now restricted to members of professions not ordinarily open to the general membership of the Association."

AGENDA ITEM 30.

Loans for Educational Purposes.

Amendment submitted by the South-Eastern District Committee:

That the interest to be charged on loans for educational purposes be at the rate of 2½ per cent, which shall be inclusive of all administration, insurance and legal charges.

Amendment submitted by the London County Council Branch:

Insert after the word "members" in line 1 of item 30 (a) the words "whose salary is less than £200 per annum in the case of an unmarried member and £300 per annum in the case of a married member."

Amendment submitted by the Manchester Branch:

(a) That the words "2½ per cent. interest" be substituted for the words "no interest" in line 1 of the Notice of Motion.

(b) That the word "any" be substituted for the word "all" in line 1 of the Notice of Motion.

AGENDA ITEM 31.

Appointments at Inadequate Salaries.

Amendment submitted by the Metropolitan District Committee:

To add:

(b) That, in all cases where the National Executive Council considers that the salary offered in connection with an advertised appointment is inadequate, the Council be instructed to inform the local authority concerned accordingly.

Amendment submitted by the Hornchurch Branch :

That the National Executive Council approach Local Authorities issuing advertisements requiring applicants to "state salary required," and endeavour to secure the withdrawal or variation of such advertisements.

Amendment submitted by the North Western and North Wales District Committee :

That the word "and" between the word "required" and the word "urges" in the fourth line of the Notice of Motion by the National Executive Council be deleted, and that the following words be added after the word "positions" at the end of the Notice of Motion, namely : "and instructs the National Executive Council to obtain an interview with and make an appropriate complaint to each Executive Committee of the County Councils Association, the Association of Municipal Corporations, the Urban District Councils Association and the Rural District Councils Association."

Amendment submitted by the Walsall and District Branch :

That the words "urges the branches to advise their members not to apply for such positions" be deleted, and the following substituted therefor : "instructs the National Executive Council to bring all such unsatisfactory advertisements to the notice of all branches with the request that members be advised not to apply for such appointments as advertised."

Amendment submitted by the Stretford Branch :

That the words "and urges the branches to advise their members not to apply for such positions" be deleted, and the following words be substituted therefor : "and instructs the National Executive Council to take every available step to remedy this deplorable practice, and further, asks the National Executive Council to approach the various municipal associations suggesting that they co-operate with the National Association of Local Government Officers in an endeavour to discontinue the issue of such advertisements."

Amendment submitted by the West Norfolk Branch :

That this Conference views with great concern the number of advertisements issued for positions in the local government service in which totally inadequate salaries are offered or which specify "state salary required," and requests the National Executive Council to have inserted in the following issue of the paper or journal in which the advertisements appear, a notice advising members not to apply for the position advertised.

Amendment submitted by the Urmston Branch :

That the following words be inserted after "state salary required" : "and instructs the National Executive Council to make direct representations to any local authority advertising a post at an insufficient salary, and urges the branches to advise their members not to apply for such positions."

Amendment submitted by the Exeter Branch :

That this Conference views with grave concern the number of advertisements issued for positions in the local government service in which totally inadequate salaries are offered, or which specify "state salary required," and instructs the National Executive Council to draw the attention of the local authority concerned to the unsatisfactory nature of the advertisement, and to submit to such authority, with a strong request for its adoption, a scale of salary adequate for the particular post.

Amendment submitted by the Brighton Branch :

That the words "and urges the branches to advise their members not to apply for such positions" be deleted, and the following substituted therefor : "and instructs the National Executive Council to take nationally organised action to combat these practices by means of a system whereby branch secretaries will immediately inform headquarters of any such appointment contemplated within their area, the Association then to circulate all branches advising members not to apply for such post, and, further, to bring the terms of the appointment to the notice of any professional institution concerned, for their appropriate action."

AGENDA ITEM 32.

National Campaign on Salaries and Service Conditions.

Amendment submitted by the Scottish District Committee :

That paragraph (b) of the Notice of Motion be amended to read as follows :

"(b) Instructs the National Executive Council to co-ordinate the activities of the branches and to lead a campaign on a national scale to obtain general improvement of scales of salaries and standard conditions of service throughout the country."

Amendment submitted by the Manchester Branch :

That paragraph (b) be deleted, and the following substituted therefor :

"(b) Instructs the National Executive Council to inaugurate forthwith a national campaign for a general improvement of salaries and service conditions."

Amendment submitted by the Urmston Branch :

That the words "pledges its unswerving support thereto" be deleted from paragraph (b), and the words "instructs the National Executive Council to adopt appropriate scales as soon as practicable" be substituted therefor.

AGENDA ITEM 34.

Rule 28(d)—Agenda.

Amendment submitted by the South Wales and Monmouthshire District Committee :

That rule 28 (d) be amended to read as follows :

The Agenda shall be issued to all representatives and branch secretaries not later than the first day of April and shall be published with the April issue of the official journal. The Annual Report of the National Executive Council shall be issued to all representatives and branch secretaries not later than the fifteenth day of March.

Amendment submitted by the Glasgow Branch :

That the words "and that branches should be recommended to hold, where possible, meetings of their members to instruct their delegates to Conference" be added.

Amendment submitted by the East Midland District Committee :

That the word "on" at the commencement of the fourth line be deleted, and the words "not later than" be substituted therefor.

Amendment submitted by the Manchester Branch :

That the National Executive Council be instructed to consider amending rules as necessary to enable branches to have the report of the Council in time to put down for conference notices of motion arising from the report.

Amendment submitted by the Wimbledon Branch :

That the word "branches" be substituted for the word "representatives," and the date "1st day of April" be substituted for the date "8th day of April."

AGENDA ITEM 37.

Rule 52—Constitution and Powers.

Amendment submitted by the Scottish District Committee :

That the word "branch" after the word "of" and before the word "representation" on the second line be deleted.

Amendment submitted by the Norfolk County Branch :

That the following words be added, after the word "operation" : "but that in connection with any such scheme provision shall be made for decisions of the District Committee to be taken by way of card vote based upon the membership of the respective branches at the previous 31st January, when so requested by representatives of four different branches."

LOCAL GOVERNMENT SERVICE

AGENDA ITEM 40.

Rule 60—Local Rules.

Amendment submitted by the Hornchurch Branch :

That the following words be added : "but that the Council may, by delegation of authority to such Committee or Sub-Committee, thought fit, arrange for such approvals being given in the periods between the meetings of the Council."

AGENDA ITEM 41.

Rule 9—Scale of Subscriptions.

Amendment submitted by the Warwickshire Branch :

(a) That the figure "40" be deleted from sub-clause (i) and the figure "35" be deleted from sub-clause (ii) of the motion and the figures "45" and "40" respectively be substituted therefor.

(b) That sub-clause (iii) be amended to read as follows :

"Provided also if it is found that the total approved expenditure of a branch is within the limits of the percentage grant for that particular year in which the grant is made, any balance on the year's working shall be set off against the special grant or grants."

Amendment submitted by the Kidsgrove and District Committee :

That Rule 9 (d) be amended to read as follows :

(d) (i) The percentage of the total amount collected in subscriptions during each year to be retained by all branches shall be 40 per cent.

(ii) The Council shall have power to make additional grants to branches to enable the latter to meet approved expenditure which is not common to all branches and which cannot be met out of the above percentage of subscriptions retained, provided that it shall be a condition precedent to making such grants that estimates and details of the expenditure shall have been submitted to and approved by the Council. Provided also that if it is eventually found that the total approved expenditure of a branch is within the limits of the percentage grant any balance under this head shall be set off against the special grant or grants."

Amendment submitted by the Manchester Branch :

That paragraph (i) of the Notice of Motion be deleted, and the following substituted therefor : "(i) County branches and all other branches with a membership of 1,000 or more—40 per cent."

Amendment submitted by the Surrey County Branch :

That the words "when recommended by the District Committee of their area and approved by the National Executive Council" in paragraph d (i) of the Notice of Motion, be deleted.

AGENDA ITEM 42.

Rule 9—Scale of Subscriptions.

Amendment submitted by the Gloucestershire Branch :

That the following words be added : "but that the Council shall have power to make additional grants to branches to enable the latter to meet approved expenditure which is not common to all branches and which cannot be met out of the above percentage of subscriptions retained, provided that it shall be a condition precedent to making such grants that estimates and details of expenditure shall have been submitted to and approved by the Council. Provided also that if it is eventually found that the total approved expenditure of a branch is within the limits of the percentage grant any balance under this head shall be set off against the special grant or grants."

AGENDA ITEM 45.

Rule 51—Representation.

Amendment submitted by the Sheffield Branch :

That the National Executive Council be requested to consider and explore fully the question of representation on the National Executive Council of those members in receipt of a salary of £260 per annum or less, and that in the meantime branches be :
(i) Reminded that 69.14 per cent. of all members are included in this group.
(ii) Urged to make nominations more in accordance with this fact.

Amendment submitted by the Wimbledon Branch :

After the words "£260 per annum or less" add the words "and under thirty years of age."



SALARIES and SERVICE CONDITIONS



SALARIES

Increase for N.A.L.G.O. Members.

Millom P. C. resolved to grant all Association members of the staff an increase of $7\frac{1}{2}$ per cent. on present annual salaries as a result of an application from the Association.

Brentwood U.D.C. has recently adopted the following grading scheme to apply to all staff other than chief officers, deputies and chief assistants:

Grade.	Salary Scale.
A	£40 p.a. (at 15) × £12 10s.—£150 (at 24).
A.W.1.	£100 × £12 10s.—£150
(Supervising Shorthand-Typist)	
A.W.2.	£78 × £12 10s.—£130
(Shorthand-Typists)	
B.	£150 × £12 10s.—£200
C.	£150 × £12 10s.—£250
D.	£250 × £12 10s.—£300
E.	£300 × £12 10s.—£350

Bedford T. C. have made the following improvements in certain grades:

	Male Clerks
Grade I.	£200 × £10—£270
Grade II.	£120 × £12 10s.—£195

Additional increments are to be granted in Grade II for long service and good conduct up to a maximum of £220 per annum.

	Girl Clerks.
Grade I.	£115 × £10 (4)—£155
Grade II.	£67 10s. × £7 10s.—£105

The scale for qualified accountants in the borough treasurer's department has been raised to £280 × £15 (2), £10 (2)—£330.

Sutton Coldfield has adopted a scale of salaries up to £120 per annum at 21.

Llantrisant R.D.C. has adopted revised scales as follows:

Age 16—£55	Age 21—£120
17—£65	22—£135
18—£75	23—£150
19—£90	24—£165
20—£105	25—£180

Intermediate grades, £180 × £10—£210 and £210 × £10—£250. A final grade has yet to be fixed.

Derby.—An improved scale of salaries for Housing rent-collectors has been approved.

Abertillery and District Water Board.—On the application of the Association, the Board has decided to grant permanent increases in salary to the majority of the staff, and an increase of 5s. a week, on account of the increased cost of living, to the remainder.

Stoke-on-Trent.—On the Association's application, an improved scale for male hospital attendants has been approved.

Ebbw Vale.—The maximum salary for male and female clerks has been increased by £13 respectively.

Selby U.D.C. has adopted the West Riding Joint Council's scales of salaries.

Prudhoe Hall Colony.—Three members of the staff have had their salaries increased, following an interview by the divisional secretary.

Plymouth has adopted the following revised scale of salaries in the junior grades, from April 1.

	MALES
Grade A	£ 75 × £10 (2) 15 (1) — £110
Grade B	120 × 15 (3) 5 (1) — 170
Grade C2	180 × 15 (2) — 210
Grade C1	180 × 15 (4) 10 (2) — 260

	FEMALES
Grade A	£ 70 × £10 — £ 90
Grade B	100 × 15 (2) 10 (1) — 140
Grade C2	150 × 10 (2) — 170
Grade C1	150 × 10 (5) — 200

Leigh.—After negotiations of over two years, the branch has persuaded the corporation to adopt the full Whitley scales of the Lancashire and Cheshire Area and to bring into force a new scale for health visitors (£202 10s.—£236) in place of the old maximum of £180.

At the age of 22 years a junior official will automatically be admitted to the general division, with corresponding advance in salary. A joint committee of 5 members from both the council and the branch has been established.

SUPERANNUATION

The following authorities have been admitted to the Central Lancashire (Local Authorities) Joint Superannuation Scheme, established in January, 1934, in order to facilitate the adoption of the Local Government and other Authorities' Superannuation Act, 1922, by urban and rural authorities:

Urban Districts	Date of Entry	
Littleborough	1/4/38	
Oswaldtwistle	"	
Rishton	"	
Royton	"	
Skomersdale	"	
Tottington	"	
Upholland	"	
Whitworth	"	
Walton-le-Dale	11/1/37	
Rural Districts		
Lancaster	1/4/37	
Blackburn	1/4/38	
Ulverston	"	
Lees	1/10/37	
Miscellaneous Authorities.	Date of Entry.	
Ashton-under-Lyne and District Joint		
Smallpox Hospital Board	1/4/38	
Clayton-le-Moors and Gt. Harwood Joint		
Sewerage Board	"	
Oldham Assessment Committee	"	
Rochdale Assessment Committee	"	

Oldham has adopted the Local Government and Other Officers' Superannuation Act, 1922—the "appointed day" being May 20, 1938.

The following authorities have adopted the 1922 Act from April 1, 1938:

Monmouth	Beeston and Stapleford
Abercarn U.D.C.	U.D.C.
Pontypridd U.D.C.	Mablethorpe and Sutton
Glyncoffwg U.D.C.	U.D.C.
Grimsby	Warsop U.D.C.

SERVICE CONDITIONS

Wrexham B.C.—The Finance committee, on March 17, 1938, considered proposals providing for grades of salaries, staff establishment, scheme of classification and service conditions relating to the professional, technical, administrative and clerical services of the council, prepared by the employers' and staffs' secretaries of the North Wales district Whitley Council, and it was resolved that as from April 1, 1938, the council should become constituent members of the Whitley Council as regards these services, and that the proposals be adopted.

Runcorn R.D.C. adopted the Lancashire and Cheshire Whitley Council scales of salaries and grading scheme as from April 1, 1938.

Nottingham.—At a well-attended meeting of municipal midwives following an address by Mr. A. B. Day (N.E.C.) and the divisional secretary, the majority of those present joined the Association.

Nurses' Charter

Peterborough B.C. has considered proposals submitted by the Medical Officer of Health, based upon the N.A.L.G.O. Nurses Charter, and has approved improved salary scales.

South Shields hospitals committee is considering the Association's proposals, and at a recent meeting the assistant divisional secretary appeared before the committee to explain the Charter and request its adoption.

Notts C. C. branch has held meetings at various county institutions to enrol the nursing staffs as members of N.A.L.G.O. with considerable success, in some cases obtaining 100 per cent results. In addition, the council has been approached with a view to improvements in service conditions for Institution staffs on the lines of the charter.

National Whitley Council

Southern Home Counties (District No. 11), covering the Counties of Kent, Surrey, East Sussex, and West Sussex.

At a conference of local authorities at Brighton a resolution was passed approving the principle of a provincial council for the administrative, technical and clerical services of the local authorities covered by the district.

New Branches

We extend a cordial welcome to the members of the following newly-formed branches in the Yorkshire and North-Eastern districts:

- Flaxton.
- Haltemprice.
- Hetton.
- Mid-Yorkshire (Mental Deficiency Institution Staffs).
- Richmondshire (Richmond [Yorkshire] and District).
- Scalby and Scarborough Rural.

ESSAY COMPETITION RESULT

The entries for the competition on "Social ownership and control of undertakings" did not reach so high a standard as was hoped, and the adjudicators have decided to divide the prizes equally between:

- Leslie M. Brook, 6, Ponsford Road, Bristol, 4.
- F. H. Fyfe, 61, Selborne Road, Southgate, N.14.
- George H. Thomson, 285 George Street, Glasgow.

HERE AND THERE

SPORT

Cliff Jones to Retire.

Glamorgan County Officers beat Cardiff City Officers by 22 points to nil in their 12th Annual Rugby Match for the "J. J. Morris" Cup on April 12. The County side was captained by Cliff W. Jones, the Welsh International Captain and Cambridge Blue.

Cliff Jones, a brilliant and popular player, is employed in the County Solicitor's Department, Cardiff. He is now studying for his Final examination and will not play next season.

W. G. Auger Cup Competition.

Metropolitan district won the inter-district football competition on March 30, beating the South-Eastern district by 6 goals to 1—a score which gives an exaggerated impression of the difference between the teams. The Metropolitan eleven included two Internationals, Whitehead (Scotland) and Hockaday (England). The South-Eastern team also had some brilliant players. Mr. W. G. Auger handed the trophy to the winning captain, D. Whitehead, after the match.

Golf Competition.

The 36-hole stroke competition for the *Municipal Journal* Challenge Cup will be held on May 11 at Finchley Golf Club, Mill Hill, N.W.7. L.N.E.R. trains run to Mill Hill, and buses 104 from Golders Green (Underground) and 143 from Hendon Central Station. The cost, including entrance fee, green fee, lunch and staff tip will not exceed 8s. 6d. Details and entry forms obtainable from Mr. W. Nelson, Education Office, Katharine Street, Croydon.

Table Tennis.

Bradford beat Sheffield on April 12 in the final of the Yorkshire District Table Tennis Association.

Northampton branch section, which has just completed its first season, has won the Northampton Table Tennis League Division II Cup with an unbeaten record. Next season the club will be promoted to Division I.

Officer as County Councillor.



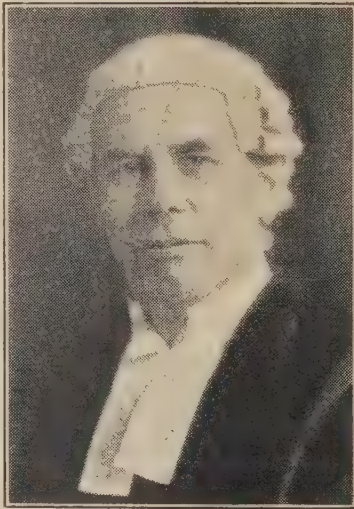
Mr. A. W. Blake

Mr. A. W. Blake, vice-chairman of the Peterborough branch, has been returned unopposed as a County Councillor for Huntingdonshire. He is a native of Peterborough, entered the electricity department at the age of 15, and has been chief clerk since 1926. The city council has given him special permission

to attend meetings of the county council, where he will sit as an independent. Mr. Blake is also treasurer of the electricity department sports club, secretary of the bowls section, and secretary of the Methodist Local Preachers' Mutual Aid Association (Peterborough branch).

"Architect of Modern Worthing"

On April 8, in a flower-decked Council Chamber packed with spectators, Mr. John Kennedy Allerton, town clerk of Worthing for 25 years, was accorded a tribute believed to be unique in English municipal history. He was admitted a



Mr. Kennedy Allerton

Freeman of the Borough and presented with a Certificate of Freedom in a handsomely engraved casket.

The Mayor, Councillor W. C. Birkett, moving the resolution to confer the freedom on Mr. Allerton, said that the honour—conferred only nine times since 1890—was an acknowledgment of the quality as well as the length of the service he had given to the Borough.

"Mr. Allerton," he continued, "has seen Worthing grow from a small, almost unknown, town of 30,000 inhabitants to a well-known and attractive health resort of over 60,000. He has initiated and fostered many improvements, which will be a long-standing memorial to his foresight, vision and wisdom in helping to direct and develop the amenities of the town."

Councillor J. A. Mason said that Mr. Allerton had given the town an individuality of which they could be proud. He was the real architect of modern Worthing.

Mr. Allerton, replying, said that it was largely due to his staff that his efforts for the borough had proved successful.

In the evening Mr. Allerton was the guest of honour at a complimentary banquet in the Town Hall, attended by more than 450 people.

Mr. Francis read a message from the Minister of Health, congratulating Mr. Kennedy Allerton upon his jubilee and the corporation of Worthing on their town clerk, and a telegram was received from the Society of Town Clerks, of which Mr. Allerton is president-elect.

PERSONAL

Mr. Sam Lord Retiring

Mr. S. Lord, F.S.A.A., F.I.M.T.A., one of N.A.L.G.O.'s most distinguished members, has announced his intention of retiring from his post of borough treasurer at Acton on October 18, his 60th birthday, after 42 years' service.

In his long association with N.A.L.G.O. Mr. Lord has held the position of president, treasurer, chairman of the N.E.C., and of many committees. He founded and was first chairman of the Provident Society. He founded the Association of Local Government Financial Officers, of which he was first president, helped to found the Institute of Public Administration, and has been president of the Institute of Municipal Treasurers and Accountants. Mr. Lord has played a prominent part in the work of the Association of Municipal Corporations and has served on many Government advisory committees.

Mr. T. D. Hockings, town clerk of Redcar, has resigned owing to ill-health.

OBITUARY

We regret to announce the deaths of:

Mr. Harold B. Ashford, town clerk of Bolton, aged 52. Mr. Ashford was admitted a solicitor in 1907, but did not enter local government service until 1915, when he was appointed assistant solicitor at Ilkerton. He became deputy town clerk in 1917, entered the service of Bolton Corporation as assistant solicitor in 1919, was promoted to deputy town clerk in 1923, and in 1934 succeeded the late Mr. Samuel Parker as town clerk and clerk of the peace. He was president of the Bolton branch of N.A.L.G.O. in 1926-27. Mr. Ashford is succeeded by Mr. P. B. RENNISON, aged 33, deputy town clerk, who takes up his appointment at a salary of £1,600 a year.

Mr. Hartley Barrett, borough treasurer, of Colne. Mr. Barrett, who was 63, began his municipal career in 1896 as collector at Nelson, becoming deputy borough treasurer in 1902, accountant and superintendent assistant overseer at Barnoldswick in 1911, and borough treasurer and superintendent assistant overseer at Colne in 1921. He was a most able official and a keen member of N.A.L.G.O., taking a prominent part in the fight for superannuation. He had been hon. auditor for the branch since 1921.

APPOINTMENTS

Mr. John Jewkes, of the borough treasurer's office, Middlesbrough, appointed chief internal audit clerk, Redcar.

Mr. Darrell Musker, LL.B., appointed town clerk of Camberwell, will, at 38, be one of London's youngest town clerks. Mr. J. Borkett, who has not missed a day's service in 40 years, will become assistant town clerk.

Mr. N. J. Pugh has succeeded his father as water manager and engineer at Coventry. He has held engineering positions under five local authorities, including Birmingham, and at Margate prepared a scheme for the protection of the water supply from air raids.

Mr. Eric C. Westwood, assistant inspector of weights and measures, L.C.C., appointed inspector of weights and measures for the Eastern division of Norfolk, under the Norfolk C.C.

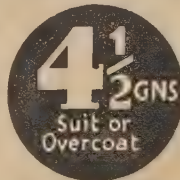


What's Wrong?

... badly cut collar standing away from the linen collar ... waves and billows across the back under coat collar ... coat is tight across the back (a beautiful fit, Sir!) but oh! so

uncomfortable ... the coat is short and the trousers seat too large—a horrible combination ... trousers are too short and badly cut so that they will catch in the back of one's shoes. There's more in a good suit than a reasonable "fit" ... for the little extra something patronise a practical tailor rather than just a retailer selling clothes

I am a cash tailor, but as Public Officials are responsible people I offer them comfortable credit terms on the actual cash prices I charge the public plus 2½% for clerical expenses



For style, comfort and value next time try

GEORGE DOLAND

7 Whitehall SW1 & 143-5 Victoria Street SW1

Branches at Balham, Bromley, Cheapside, Clapham, Cricklewood, Ealing, Holborn, Horsham, Putney, Streatham, Sutton, Watford, West Ealing, Wimbledon

DOLAND & LARCOMBE 15-17 Ludgate Hill
Stuarts

DISTRICT COMMITTEES

East Midland

GRANTS of £5, less any amount received from headquarters, to seven branches to enable them to be represented at Conference, and of £341 between twenty-three Benevolent & Orphan fund cases, were reported at a meeting of the committee at Leicester on April 9.

Mr. B. Greenwood, who resigned from the Benevolent & Orphan Fund sub-committee, was warmly thanked for his services on that and the Regional committee. Mr. R. C. Parsons was appointed a member of the sub-committee.

The Area Education Committee reported the election of Mr. F. J. Birkbeck (Lindsey C.C.) as chairman, and the appointment of a sub-committee to urge the adoption of a Diploma in Public Administration by the University College, Nottingham. The Divisional secretary reported that:

The membership had increased from 6,262 to 6,850 during the year, compared with 4,350 five years ago;

Details of salaries paid throughout the Midlands, including new scales recently adopted by the Leicester C.C., Soke of Peterborough C.C., the borough of East Retford, and the Beeston and Stapleford, and Whaley Bridge U.D.C.s, had been circulated to branches;

The 1922 Superannuation Act had been adopted by five local authorities; and Legal assistance had been given by the Association at two inquiries at public assistance institutions.

It was also reported that a meeting of representatives of local authorities, convened by the Lord Mayor of Leicester, had approved in principle the formation of a provincial council, and that a committee had been appointed to draft a constitution for submission to the local authorities.

South Wales

At the quarterly meeting on April 9 the difficulties created at Aberdare by the Council's decision to limit applications for two posts to persons under 45 were reported on in full.

It was stated that the Council rejected a protest by the branch and that members of the branch thereupon decided, by 76 votes to 4, to tender one month's notice. Before this was done, however, the branch sent a deputation to the National Executive Council, which decided that:

Aberdare council be asked not to fill the vacancies before hearing representatives of the Association;

The Welsh Board of Health and the Ministry of Labour be urged to use their influence with the council;

The General Secretary should interview Mr. George Hall, M.P. for Aberdare, and travel at once to Aberdare; and

The branch be instructed not to hand in notices without sanction from the N.E.C.

After representations by the General Secretary and the Divisional Secretary, who submitted a statement from the branch, the Aberdare council agreed to withdraw the age limit.

The district committee passed a resolution congratulating all concerned for the prompt and successful action.

It was reported that Glamorganshire C.C. had decided in future to pay the

examination fees of probationer nurses, and the committee urged branches throughout the area to continue their efforts to improve the service conditions of nurses and other health officers by taking steps, wherever possible, to implement the N.A.L.G.O. Nurses' Charter. Copies of the Charter had been circulated to many members of local authorities in South Wales and Monmouthshire and meetings of nursing staffs were being held.

In the South Wales and Monmouthshire area alone grants totalling £1,716 per annum were being paid by the Benevolent & Orphan Fund.

North Western & N. Wales

Warm tribute for his splendid services to N.A.L.G.O. and the district over a period of 25 years was paid to Mr. J. W. Wilkinson, who is retiring. Mr. Wilkinson has been vice-chairman and chairman of the district committee (1926-1935), chairman of the regional B. & O. committee, and of the district B. & O. sub-committee (1926-1938), a member of the National Executive Council (1919-1938) and chairman of the Council.

Replying, Mr. Wilkinson referred to the great improvements in the position of the local government officer during the last 25 years.

It was announced that Mr. C. E. Robinson (Blackburn) would not seek re-election to the N.E.C. this year.

(Continued from next column)

and that, by virtue of something done in consequence of those Orders, he had suffered a direct pecuniary loss by reason of the determination of his appointments and that he was entitled, therefore, to compensation.

The Council contended that, since the officer was not holding the appointment terminated by virtue of his being a transferred officer pursuant to Section 119 of the Local Government Act, 1929, he could not in any circumstances be entitled to compensation pursuant to Section 123 of that Act. Further, the Council did not admit that the termination of his appointment was a legal consequence of the Review Orders or that he was at any time an officer to whom the provisions of the Orders could apply.

The Council also pointed out that the revision of its Administrative Scheme was merely an administrative act by the Council under Sections 4 and 131 of the Local Government Act, 1929, which it could have performed at any time, with the consent of the Minister, either before or after the making of the Review Orders, and which it would no doubt repeat.

The Association pointed out that it was not necessary for the officer to be a transferred officer under the Local Government Act, 1929, to be entitled to compensation under the Review Orders, and submitted that the loss of employment was primarily a consequence of the alterations made in the boundaries of the county districts by the operation of the two Review Orders.

In March, 1938, the Minister of Health determined that the officer was entitled to an annual compensation allowance of £120 as from May 1, 1937, in respect of the loss sustained by him.

COUNTY REVIEW ORDERS

Claim for Compensation

An interesting point arose recently in connection with a claim for compensation in respect of direct pecuniary loss suffered by the determination of an officer's appointments, as to whether the revision of an Administrative Scheme made under Section 4 of the Local Government Act, 1929, was something done in pursuance of or in consequence of County Review Orders which would give rise to a claim for compensation under those orders, or whether such revision was merely an administrative act carried out by the council under Section 131 of that Act.

The officer, from April 1, 1902, until March 31, 1930, was employed by the clerk to a Board of Guardians for the purpose of the discharge of the clerk's official duties, and at the same time held various local government appointments. As from April 1, 1930, he was appointed clerk in the public assistance department of the County Council at a salary of £200 per annum. As such, he was employed on work in a Guardians committee area and acted as deputy assistant public assistance officer in the absence of the public assistance officer.

As a result of reviews of county districts in 1934 and 1935 the county public assistance committee recommended that the administrative scheme made by the County Council under Part I of the Local Government Act, 1929, should be revised. The County Council adopted the recommendation and a revised scheme came into force on April 1, 1937.

In the minutes of a meeting of the public assistance committee held on October 14, 1936, it was stated: "The necessity for the revision of the scheme arises primarily out of the alterations made in the boundaries of county districts by the operation of the County Review Orders of 1934 and 1935; and by the revision of electoral divisions in the county which it is anticipated will be in operation in regard to the triennial election of county councillors due to be held in the early part of 1937."

One effect of the revised scheme was that the Guardians committee area in respect of which the officer was employed was abolished. He received notice to terminate his appointment as from April 30, 1937, on the ground that the alteration of the Guardians committee areas would make his appointments as clerk in the public assistance department and deputy public assistance officer redundant.

The Review Orders of 1934 and 1935 contained provisions relating to the compensation of officers in office at the dates of the Orders who, by virtue of the Orders or of anything done in pursuance or in consequence thereof, suffer direct pecuniary loss. Accordingly, a claim for compensation was submitted to the County Council by the officer in May, 1937. In October he was notified that the Council did not admit his claim.

The officer then approached the Association, and an appeal to the Minister of Health against that decision was submitted. It was contended that the officer was in office at the dates of the respective Orders

(Continued in previous column)

Socialism by a Socialist

CAST OFF ALL FOOLING

by JOHN SCANLON

Author of "The Decline and Fall of the Labour Party."

★ Now Ready
SUBSCRIBERS
2/6 NET

A fearless exposition of the policies and practices of the Labour Party, written by one who has served the cause of Labour all his life.

**Published by the only book club that gives every point of view
CONSERVATIVE • LIBERAL • LABOUR**

★ Late Autumn
GENERAL PUBLIC
10/6

NATIONAL BOOK ASSOCIATION

President : The Rt. Hon. the Earl Baldwin of Bewdley, K.G. Gen. Editor : Arthur Bryant.

The Rt. Hon. I. S. Amery, P.C., M.P.
The Rt. Hon. the Earl of Ancester
The Rt. Hon. the Viscount Astor
The Hon. W. W. Astor, M.P.
A. Chester Beatty, Esq., F.S.A.
Sir Harold Bellman, M.B.E.
A. C. Benson, Esq., M.P.
The Rt. Hon. the Earl of Bradford, J.P.
The Rt. Hon. Ernest Brown, P.O. M.C.
M.P.
The Rt. Hon. Dr. E. Leslie Burgin LL.D.
M.P.
Sir E. Paraguar Buzzard, Bart., K.C.V.O.
The Rt. Hon. the Lord Cadman, G.C.M.G.,
D.S.C.
The Rt. Hon. the Lord Camrose

Miss Thelma Cazalet, M.P.
The Rt. Hon. the Viscount Davidson,
G.O.V.O., C.H., C.B.
The Rt. Hon. the Lord Desborough, K.G.,
G.O.V.O.
The Rt. Hon. Alfred Duff Cooper P.C.,
D.S.O., M.P.
Sir Geoffrey Ellis, Bart., M.P.
The Rt. Hon. the Lord Elton
The Rt. Hon. Walter Elliot, P.C., M.P.
The Rt. Hon. the Viscount Falkland
Sir Geoffrey Fry, Bart., C.B., C.V.O.
The Rt. Hon. the Viscount Greenwood, K.C.
The Rt. Hon. Douglas Hacking, O.B.E., M.P.
Sir Patrick Hannon, M.P.
Sir Austin Edward Harris, K.B.E.

The Rt. Hon. the Lord Hirst
The Rt. Hon. the Lord Hutchinson, K.C.M.G.,
C.B., D.S.O.
The Rt. Hon. the Lord Hiffe, C.B.E.
The Rt. Hon. the Lord Jessel of West-
minster, C.B., C.M.G.
The Rt. Hon. the Lord Kensley
The Rt. Hon. the Lord Keayson
Geoffrey Lloyd, Esq., M.P.
The Rt. Hon. the Lord Lonsdale, K.G.,
G.C.V.O.
The Rt. Hon. the Lord Luke
The Countess of Malmesbury
The Rt. Hon. W. S. Morrison, P.C., K.C.
M.P.

Sir Otto E. Niemeyer, G.B.E., K.C.B.
The Rt. Hon. the Earl of Plymouth, P.C.
The Rt. Hon. the Marquess of Reading,
K.O.
The Rt. Hon. the Lord St. Andrews
The Rt. Hon. the Lord Somers, K.O.M.G.
The Rt. Hon. Oliver Stanley, P.C., M.P.
The Rt. Hon. the Lord Swinton, P.C.
Captain the Rt. Hon. Evan Wallace, M.C.,
M.P.
The Lord Wardington, J.P.
The Rt. Hon. the Earl Winterton, P.C.
M.P.
The Rt. Hon. the Marquess of Zetland,
P.C., G.C.S.I.

The Purpose of the Association

The purpose of the National Book Association is to publish important books written in a popular manner, which will arouse your interest and enthusiasm in social, educational, and political subjects of immediate importance to you. These books are being written by authoritative writers who have no prejudicial axe to grind. In addition to the books it publishes, the National Book Association is forming groups throughout the country for frank discussions, open to all members of the community.

A National Movement

The National Book Association is neither a "Left" nor "Right" Book Club. It does not exist merely to offer the public cheap copies of books already on sale in the bookshops, but also to publish, at prices within the reach of all, books which supply facts and which might never otherwise be written. Its sincerity and freedom from petty partisanship are vouched for by the name of its President, Earl Baldwin, who may be said to have devoted his life to the cause of political education. Its books, prepared under the supervision of an expert committee, are chosen to represent all points of view and are written by men of diverse political attachments.

Books

"Coal-Miner," by G. A. W. Tomlinson; "Stanley Baldwin—A Tribute," by Arthur Bryant; "Service of our Lives," the last speeches as Prime Minister of the Rt. Hon. the Earl Baldwin of Bewdley, K.G.; "Look to Your Moat," by Admiral Sir Barry Domville, K.B.E., C.B., C.M.G.; "Kingdoms in Partnership," by C. J. M. Alport; "Spanish Rehearsal," by Arnold Lunn; "Europe at the Cross-Roads," by Hugh Selson; "Destiny of a Revolution," by Victor Serge; "Humanity in Politics," by Arthur Bryant; "The Nation Keeps House," by Lawrence H. Sutton. The March choice: "The Good Patch," by H. W. J. Edwards; the April choice: "Cast off all Fooling," by John Scanlon; the May choice: "The Human Situation," by Professor W. Macneile Dixon.

How to Join

You do not have to pay a penny in membership fees or subscriptions. It costs nothing to join the N.B.A. You have only to accept for 2s. 6d., the special book published each month in the special National Book Association edition, and to receive these monthly volumes for a period of six months and thereafter until cancelled. If at any time after the period of six months you do not wish to remain a member of

the Association you can cancel your membership, which in turn, will cancel your agreement to accept the Association's Book of the month.

These books are entirely new works and whereas members of the National Book Association pay only 2s. 6d. each for them, the general public will have to buy them at prices varying from 7s. 6d. to 15s.

The way you receive your book each month is simplicity itself. All you have to do is to pay 2s. 6d. each month either to the N.B.A. direct or to your local bookseller, who will secure the National Book Association's Book of the month for you. If you desire to cancel your membership after the period of six months you simply give a month's notice before the issue of the sixth book.

JOIN THE N.B.A. NOW

Join to-day and fill up attached Order Form

MEMBERSHIP FORM

I agree to become a member of the National Book Association and to accept the special book issued each month to members at a cost of 2s. 6d. net (plus postage, if incurred) and to pay for the book on receipt. I agree to continue membership for a period of six months and thereafter until cancelled. If I wish to discontinue membership I undertake to give one month's notice before the receipt of the sixth book.

Bookseller

Name
Write in Black Letters Please.

Address

For supplies of prospectuses for distribution and information about the discussion groups throughout the country, please apply to:

THE NATIONAL BOOK ASSOCIATION (Dept. I), Paternoster House, London, E.C.4.

N.B.—The official publishers of the National Book Association are: Hutchinson & Co. (Publishers) Ltd.



SCOTTISH NOTES

District Committee

WHEN the committee met in Edinburgh on April 2, Mr. Galbraith, for the propaganda committee, reported that:

A new branch had been established for Ross and Cromarty;

The three new branches for East Lothian, Orkney, and Shetland had been constituted;

A propaganda meeting in Falkirk, followed up by the work of the new Secretary, Mr. J. C. Cormie, had almost doubled the membership of that branch;

Propaganda meetings had been held in Dingwall, Dumbarton, and Aberdeen; and

Meetings in hospitals to encourage the recruitment of nurses had increased the membership by nearly 200.

The chairman, reporting the progress of the Whitley Council, explained the difficulties in grouping local authorities, and hoped that members, remembering that N.A.L.G.O. had not all the seats on the staff side, would not expect immediate results.

Mr. Peter Pettigrew, for the education committee, hoped that there would be a record attendance at the Summer School at St. Andrews. He reported that some local authorities wished members of their Assessors' staffs to pass an appropriate examination before promotion to the higher grades. The Assessors' Association thought that the N.A.L.G.O. examination, with some little adjustment, would meet the requirements of the authorities, and the Education committee recommended that these adjustments be made. Those who did not take the full course for the N.A.L.G.O. Diploma would receive a certificate if they passed in the subjects specially applicable to the Assessors' departments.

It was decided, if arrangements could be made, to hold the annual sports on September 10 at Perth. Otherwise the sports will be held at Dunblane.

Mr. Peter McLean, for the Benevolent and Orphan Fund committee, reported an increase in cases, and hoped that Scotland would "keep its end up" in the matter of contributions.

The divisional secretary reported that:

He had negotiated with several authorities for new or improved salary scales, including Ayr county council, which had adopted a new and favourable scale;

Excellent progress had been made regarding superannuation, voluntary schemes under the 1922 Act having been adopted by Fife, Kirkcudbright, West Lothian, and Inverness county councils (the last for officers only); and

Steps had been taken for the adoption of voluntary schemes by other authorities.

Ayrshire Salaries

On March 28 the executive of the branch considered the recommendations of the county council regarding new scales of salaries. The divisional secretary reported on his interview with the committee dealing with the matter, when his proposals were generally accepted. Considering that the scales were a great improvement on existing conditions, the executive agreed to take no further action, but to consider the placings of certain individuals after the scales had been adopted.

The scales were adopted by the county council on March 29, and the executive will meet soon to consider any anomalies.

Lanarkshire Scales

The branch submitted an application to the county council pointing out the anomalous position regarding rates of annual increment under the grading scheme and suggesting that the increment in respect of salaries between £190 and £400 be raised from £10 to £20 per annum.

This recommendation was adopted by the county council on April 6.

On April 12 the divisional secretary interviewed the grading committee about applications by the branch relating to (1) women's grades; (2) proposals as to increased maximum of lower grades for men; (3) minimum salary of grade on promotion; and (4) individual cases.

The chairman indicated that while the committee was not prepared to make any further alterations in the grading scheme, individual cases would be investigated. Double increments would be given in the cases cited.

Paisley Increases

After the Association's application to Paisley town council for revised salary scales, the minimum and maximum of the junior male scales was raised by £10, and the female scales by £20. It was also decided that:

As from May, each person with less than £160 per annum should receive an additional scale increment of £10;

The minimum for meter inspectors should be increased from £70 to £105 as from April 28; and

Increments for higher salaried officers should be as follows:

£165 × 15—£255
£260 × 20—£435
£350 × 25—£450
£455 × 30—£600
£605 × 40—£800
£800 × 50—...

J. E. Highton Memorial Prize

We wish to draw special attention to our essay competition, and to emphasise that any member of the association may enter. The subjects this year—either of which may be chosen—are:

LOCAL GOVERNMENT SERVICE

What are the advantages and disadvantages of local government under dictatorship? and

Discuss the problems connected with the drift of industry southwards as affecting local government.

Essays must reach the divisional secretary on or before June 1. Further particulars may be had from him.

Scottish Border Secretary Honoured

A presentation of two original etchings and a fitted luncheon basket to Mr. W. Donaldson, first secretary of the Scottish Eastern Border Counties branch, was made at the annual dance of the branch on March 25. Mr. Donaldson has been appointed secretary to the newly-constituted regional committee on Physical Training and Recreation for the South-East of Scotland.



Mr. W. Donaldson

Dr. James R. Adam, president of the branch, paid tribute to the enthusiastic manner in which Mr. Donaldson had applied his rare organising ability to the affairs of the branch. With Mr. Sherriff, first president, he would always be regarded as founder of the Association in the counties of Berwick, Roxburgh, and Selkirk. He had represented the branch, since its foundation, on the Scottish district committee.

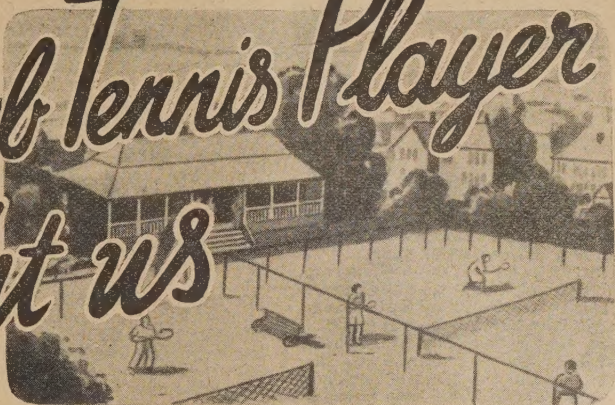
Personal

Mr. Albert J. Hodson, an assistant in the Chamberlain's office of Coatbridge town council has been appointed Assistant Burgh Treasurer to the town council of Port Glasgow and has taken up duty there.

INSURANCE EMPLOYEES' CHARTER.

A Charter of Rights for all insurance employees was inaugurated at a crowded meeting in Central Hall, Westminster, on March 29, organised by the Guild of Insurance Officials. The Charter demands the right to reasonable security of employment, pensions on retirement, and adequate salaries commensurate with the standards of education, efficiency and social life required of insurance staffs, including "a marrying wage at a marrying age."

What the Club Tennis Player has taught us



WATCH the Club Player! We do—continuously. We study him in play on Saturday afternoons. We discuss his needs personally with him, every day in our Show-rooms. We receive shoals of letters from him.

Because—Muller Service is built specially for the Club Player. And so, it must be built by him—by first-hand knowledge of his wants and difficulties. After some years study, we have found that he has three all-important needs:—

The Famous "DIMID" with patent Diagonal Stringing

The Racket with the longer Life.—Muller PATENT DIAGONAL stringing gives even distribution of tension, harder driving power and equal quick response over the whole gut surface. Weights 12½ to 14½ ozs. Leather grip. Muller 3-piece steam-bent frame. Strung with Corpendo gut.

Guaranteed 6 Months **70/-**
Less 30%

"MIXIM"—Our Most Popular Club Racket

High grade 3-piece frame, with reinforced shoulders. Well strung with Muller's Famous Special Corpendo natural gut. Weights 11½ to 14½ ozs., in Light Blue with Ornex contrast colour finish and handle bound spiral leather grip.

Guaranteed 4 Months - - - **50/-** Less 30%

The Muller Service covers CRICKET BATS, too.

A good selection to choose from. Choicest English Willow slowly matured. Muller Cane-built handle with triple rubber and rubber grip. Men's, Ladies' or Harrow sizes.

Here is the Muller Cricket Guarantee:—
We will repair or replace any broken handles or blades within a definite period of purchase—ranging from 5 months' guarantee on "Axa" at 45/- to 2 months on "Vitiv" at 20/-.

AND ALL SPORTS GOODS including Badminton, Squash, Hockey, etc., all covered by Muller's Guarantee.



WHAT THE CLUB PLAYER WANTS

1. He wants to be sure that the money he pays for his racket will bring him good service over a reasonable period
2. He wants a Racket which will bring out the best in his natural play.
3. He wants Rackets which are fitted to his individual grade and style of play, and at reasonable prices.

HOW MULLER SERVICE SUPPLIES IT

THE MULLER GUARANTEE

We will repair or replace, free of charge, any broken strings or frame, within a definite period of purchase—ranging from 6 months' guarantee on "Dimid" Racket at 75/-, to 1 month on "Loyal" at 20/- (and all other Muller Rackets, other definite periods).

NATURAL MATERIALS NATURAL METHODS

Wood from the best part of the tree; frames steam bent; English sheep's gut—all these give a racket "life" and resilience. Made by real Craftsmen—no mass-produced machine articles.

10 RACKETS TO CHOOSE FROM

Each one is specially designed for a particular type of player.

20/- to 80/-

**less 30% DISCOUNT
TO N.A.L.G.O. MEMBERS**

For SUMMER SPORTS CATALOGUE FREE

AND DISCOUNT VOUCHER

Write, in the first instance, to N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1.

It will be sufficient if you cut out this announcement, write your address in the margin and post together with your Association Membership Receipt in sealed envelope (i.e. stamp) to N.A.L.G.O.

Signature.....

(Write address in margin)



By Neville Hobson

REVOKES.

BEFORE a recent meeting of the Parliamentary committee of one of the local government associations of which I am a member, a well-known member of the Bar put up a Bridge problem, the discussion of which deferred the opening of the business for several minutes.

Briefly, the point was this: South, the Declarer, was playing a hand at Contract when Diamonds were led by East. South played a Heart and his partner omitted to inquire if he had a diamond. The trick was taken in Dummy, from which the Declarer (South) led another diamond, then proceeded to play the King from his own hand and take the trick. East immediately claimed a revoke, and the points put to me were:

1. Should the claim to a revoke have been deferred until the end of the game?
2. Was the claim to a Penalty by the opponents lost through raising the matter at the time?
3. What Penalty, if any, must South suffer?

Establishment of Revoke: This is dealt with by Contract Law 27 (2), which prescribes that a revoke becomes established when a player of the offending side "leads or plays to the next trick, except that such revoke made in the twelfth trick never becomes established. The moment, therefore, South had played the King of Diamonds to the following trick, the revoke was complete.

Settling a Revoke claim: This is dealt with by Law 27 (6), which states that the tricks and unplayed cards "may" be inspected at the end of the play to settle a revoke claim, and it would appear that the authorities visualise the end of the hand to be the correct time to claim a revoke.

Since, however, the laws do not specifically prevent a player drawing attention to a revoke during the course of the play and fix no penalty for so doing, I have always considered that this particular regulation must be regarded more in the light of a "propriety" of the game rather than a law to be strictly followed. East, therefore, in my opinion, did not lose the right to the penalty.

Penalty: When a revoke has once been established, the trick stands as played, and 2 tricks, won in play by the revoking side after its first revoke (including the revoke trick), are transferred to the non-offending side at the end of play. If there is a subsequent revoke, a further trick is transferred for each; but a revoke cannot be claimed after the cut for the next deal is completed, and there can be no revoke during the twelfth or last trick.

The Ethical Problem: Some players approach the question of revoke penalties as if it were unethical to claim them, but I would urge all players to agree that every penalty for an established offence should be penalised in accordance with the laws. Nothing tends to sloppy and careless play more than the realisation that the rules of the game are not being respected.

STUDENTS' SOCIETY

The eighth annual general meeting of the Lancashire and Cheshire Students' Society of the I.A.R.V.O. will be held at the Rating and Valuation Office, 77, Princess Street, Manchester, on May 11, at 7 p.m.



"And I sez to her, I sez: 'Mrs. Van Pantz, there's a time and a place for everything.'"

LOCAL GOVERNMENT SERVICE

Wolsey Hall Oxford

Founded



in 1894

POSTAL TUITION

for London University

MATRICULATION

This is the most valuable of all the certificates giving exemption from Professional Prelim. Exams. It is also the first step to a University Degree.

LONDON DEGREES & DIPLOMA in PUBLIC ADMINISTRATION

Prospectus Free

on request (mentioning exam.) to the Director of Studies Dept. RH7, Wolsey Hall Oxford.

GASTRIC ULCER

Doctors' advice proves successful

Here's an instance of how gastric ulcer can cause alarm to the sufferer. This woman's life was imperilled. But read what happened:

"Maclean Brand Stomach Powder saved my life. I had an ulcer which burst and caused hemorrhage. I was put on the powder by two doctors and have taken it daily since on no account must I leave off. It has been a wonderful thing to me, and I advise anyone suffering from stomach trouble to use it."

Mrs. B. G. (Maidenhead).

That's what this nation-praised remedy is doing every day of the year in serious stomach trouble! But your own case is probably less far gone. Then imagine how certainly and quickly MACLEAN BRAND Stomach Powder will put you right! Its alkaline constituents will go straight to the cause of your trouble relieving pain, soothing, healing. The corroding excess acid is neutralised, noxious gases and poisons are cleared away. Very soon the poor stomach will be on the way to complete health again. But—look for the signature—"ALEX. C. MACLEAN." Maclean Brand Stomach Powder is genuine only when this signature is on bottle and carton. Powder or Tablets, 1/3, 2/- and 5/-; also pocket tins of Tablets, 9d.

LOCAL GOVERNMENT ADMINISTRATION EXAMINATIONS

are held in June and December. For Syllabus and application forms, apply The Secretary, Corporation of Certified Secretaries, 30 Fitzroy Square, London, W.1

GEORGE DOLAND LTD
recommends



*A famous
quality
name*

Wear a weathercoat
tailored by Dunlop and
be sure of protection
in the rain, good
appearance, and
comfort in all
weathers.

Rubberless
raincoats

2, 2½
3 CNS



GEORGE DOLAND Ltd 143-5 Victoria St SW1 & branches

This attractive **TWO-PIECE**

YOURS
FOR **10/-** WITH
ORDER



OLIVIA. Smart two-piece — blouse
effect print top Dress with suit style
print piped Wool Georgette Coat. In
Turquoise, Light Green, Tan, Lido,
Nigger, Navy, Black. All sizes.
Price 79/6 10/- monthly.

VISIT our magnificent SHOWROOMS
for smart coats, gowns, suits, ensembles,
millinery, shoes and underwear.
FOX FURS A SPECIALITY

**OPEN A CREDIT ACCOUNT
WITH SMARTWEAR
NO REFERENCES REQUIRED
EVEN FROM
NON-HOUSEHOLDERS**

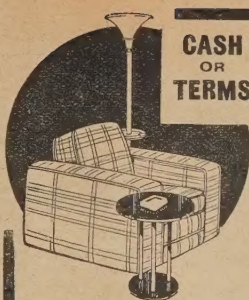
Please send 'Olivia' for which I enclose
10/- deposit. Money refunded if not
satisfied.

Colour.....Hips.....
NAME.....
ADDRESS.....
L.G.S.....

Smartwear LTD
263-271, REGENT ST.
OXFORD CIRCUS, LONDON, W.1.

WRITE
FOR
LATEST
CATA-
LOGUE
to Dept.
L.G.S.

Brighton: 209 Western Rd. Birmingham: 76, Bull St. Manchester: 47, Deansgate
Nottingham: 8, S. Parade Sheffield: 98, Pinstone St. Leicester: 30, Market St.



**CASH
OR
TERMS**

**YOUR CHANCE TO
HAVE THE BEST**

**BEAUTIFUL,
HAND-MADE**

FURNITURE

**ACTUALLY SEEN DURING
MANUFACTURE**

AT 33 1/3% OFF LIST PRICES

Write for illustrated catalogue, containing speci-
men designs and prices of the furniture made in
these workshops. Submit your own designs. NO
MASS PRODUCTION. Direct personal recom-
mendations account for quite nine-tenths of the
orders received.

BEDROOM SUITES, DINING ROOM to any
SUITES, THREE-PIECE SUITES design
Also Carpets, Rugs, etc., by arrangement supplied
on wholesale terms.

By arrangement **BEDDING** supplied at 33 1/3%
off usual list prices.

Write for Bedding Catalogue.

GREENLEAF'S WORKSHOPS

161, KINGSLAND ROAD SHOREDITCH E.2

Phone Clerkenwell 2558

(Within penny bus or tram fare from Liverpool Street Station.)

EXAMINATION SUCCESS GUARANTEED

CHAMBERS COLLEGE founded in 1883 provides the finest and most
up-to-date Home Preparation Courses for all Municipal and Civil Service
Examinations, including:

MUNICIPAL EXAMS.	CIVIL SERVICE EXAMS.
Sanitary Inspector (Joint Board)	Clerical (age 16-17)
Meat & Food Inspector	Executive (age 18-19)
Relieving Officer, I.M.T.A.	Tax Inspector (age 21-24)
Institution Officers, A.R.V.O.	Patent Officer (age 20-25)
Clerical Assistants	G.P.O. Engineering (age 18-23)
Inst. M. & Cy. Engineers	Typist (age 16-25)
College of Preceptors (accepted as educational qualification by Joint Board)	Customs (age 18-21)
L.C.C. Gen. & Major	Board of Trade (age 20-24)
A.R.S.I., M.R.S.I., M.I.H., etc.	Police College (age 20-26)
	Etc., etc.

Chartered Institute of Secretaries
THE ACID TEST OF TUTORIAL EFFICIENCY.
SUCCESS—OR NO FEE.

We definitely guarantee to get you through your chosen exam. If we
fail to do so, then your tuition fee will be refunded in full.



- POINTS IN OUR TUTORIAL SYSTEM.**
- Fees are inclusive of latest editions of all
necessary standard text-books.
 - All fees may, where desired, be paid by mod-
erate monthly instalments.
 - All courses are prepared and students' work
corrected by highly qualified experts with a
wide experience of Municipal and Civil Service
Examination requirements.
 - Our Pass Record in all examinations is con-
sistently well over 90 per cent., and includes
many top places.

You are invited to fill in and post the attached coupon for a FREE
copy of our Civil Service or Municipal Guide which will be gladly sent
without any obligation whatever on your part

**CHAMBERS
COLLEGE,**

Dept. 212,
335, High
Holborn,
W.C.1

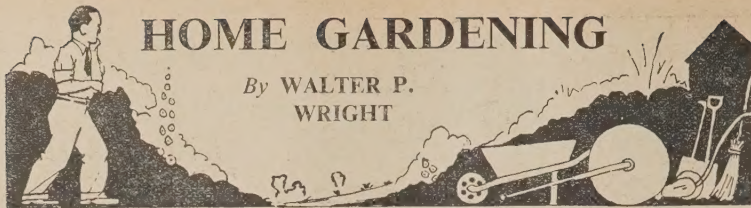
COUPON
CHAMBERS COLLEGE (Dept. 212).
335, High Holborn, W.C.1.

Please forward your
MUNICIPAL GUIDE {Delete Guide
CIVIL SERVICE GUIDE if not required.

NAME.....
ADDRESS.....

Exam. in which interested.....

(d. stamp only required if unsealed)



HOME GARDENING

By WALTER P. WRIGHT

MAY is generally one of the most pleasant and the busiest of garden months. The owner of glass, if only a frame, will probably have a good stock of fresh home-raised seedlings ready to go out-of-doors as soon as the weather is favourable, in addition to the plants he has been able to carry through the winter. In reserve, there are the tempting stacks of young garden stuff in florists' shops at a moderate price, so that any weaknesses can be made good at no great cost.

Many weeks ago I told how supplies of such useful things as Antirrhinums, Nemesis, Alyssums, Asters, Stocks, Zinnias, Petunias, Heliotropes, Lobelias, Marigolds, Dahlias, Sweet Peas, tuberous Begonias, Verbenas, Ageratums and Calendulas could be raised from seed in quantity with the aid of glass. The hardier of these, such as Sweet Peas, Stocks, Antirrhinums and Calendulas, may go out as early in May as the soil, which has carried bulbs and Wallflowers through the winter and early spring, can be prepared.

Time for Manuring Now

Let this preparation be as thorough as in autumn, the soil being dug deeply and given a liberal larding of yard-manure (or fertiliser mixed with hop manure—see advice in the January, February and March issues) after the bulbs have been transplanted to reserve beds for use next autumn and the Wallflowers put on the rubbish fire. Zinnias, Nemesis, Petunias, Begonias and Dahlias had better be kept back for later planting, except in mild and sheltered places.

One need not plant so closely as do gardeners in the public parks, seeking an early effect. Most of the half-hardy annuals are suited by planting a foot to 15 in. apart—Gladioli and Begonias for example—but Petunias, Calendulas and Marigolds should have rather more. There is a tendency to plant boxed Lobelias and Alyssums, which make such charming and long-lasting edgings when set alternately in rows, quite closely, as they are so small; but with time, adequate manure, and moisture, each of these may spread into a large circular tuft, up to 18 in. across.

Do not forget the hardy annuals, which can be sown outdoors in May. The distances I have suggested for the half-hardies—that is, 12 to 18 in.—would suit most of these as full-grown plants, but dare one rely on sowing seeds thus spaced, especially of small-seeded kinds? Hardly, I think. That is an extreme to which I have never dared to go during 60 years of sowing and thinning.

You might begin by making a circle a foot in diameter; then all you have to do is to space small pinches of seed a few inches apart all round the ring and finish with a pinch in the centre. By this method you limit the number of seeds, and concentrate thinning on a few patches of seedlings, instead of having to go over the

whole area, as is necessary after broadcasting the seed. In addition, while the seedlings are tiny, one can save time, ultimately, by pinching off the tops of a fair number in each cluster, for at that early stage the decapitated mites will not break into side growth, but will die away. Thinning need not be half so tedious as some people make it.

Do you grow Zonal Geraniums? Still better, do you harden them in April? If you do you should be able to plant, by mid-May in most districts, small varieties like Flower of Spring a foot apart, giants of the Paul Crampel group at 18 inches. Tuberous Begonias do well at a foot.

I hope my readers took an early hint to raise a stock of scarlet and orange dwarf annual Phloxes. Not only have they a brilliant colour, but they are amongst the most lasting of all annuals. They should not be planted nearer than 9 in. apart, and a foot is better.

Gladioli can be planted throughout the month; especially if they have been started in shallow boxes and are now nicely rooted. Shifting does not hurt young growing plants of Gladioli so long as it is done quickly. The latter remark applies also to most hardy perennials, and may be welcomed by those who have not been able to plant early. In this I do not exempt Carnations, and other Pinks, including Allwoodii if they are now in pots.

Nor is it too late for Chrysanthemums or Dahlias. I would not plant Pansies and Violas as late as this in sun-scorched, dry places, but would give them partial shade. Do not forget Pickering Blue and Jersey Gem among Violas, the latter to help on the rockery as well as in beds if the sites are not hot. Alpine plants may be put out from pots, but shade them for a time if the rockery sites are exposed to fierce sunshine.

Flowering shrubs, which bloom on young shoots in spring and are now past, may be pruned back to the older wood.

Lilium regale should be covered with 6 in. of friable soil.

LOCAL GOVERNMENT SERVICE

FILMS TO SEE THIS MONTH

Wells Fargo, Paramount. A story of the growth of American transcontinental communications. Joel McCrea and Frances Dee, as lovers who become separated, play with charm and conviction there is plenty of action and excitement and the photography of the open-air scenes is refreshingly beautiful.

Young and Innocent, Gaumont British. A Hitchcock film and excellent entertainment, with an outstanding performance by Nova Pilbeam. Derrick de Marne Edward Rigby and Percy Marmont give brilliant support, and the English country scenes are a joy.

Ebb Tide, Paramount. A colour film adapted from the R. L. S. novel, of three beachcombers who steal a boat and sail to an island governed by a maniac. Although acted realistically by Oscar Homolka, Ray Milland, Barry Fitzgerald, Lloyd Nolan, and Frances Dee, the tempo is slow and the story rather vague.

Dead Men Tell No Tales, British National. The peaceful atmosphere of a Norwegian grammar school, under the headmaster of Emlyn Williams, is exploded by the news that the matron has won £20,000. She is decoyed and murdered and a young schoolmaster, Marius Goring, is suspected. The pace accelerates without a break to moving and realistic climax.

N.A.L.G.O. BUILDING SOCIETY Free Advertising Service

UPMINSTER (Essex).—Modern Semi-det., freehold, excellent condition, plot 30 ft. x 135 ft. 3 bed., 2 recep., kitchenette, bath, etc., space for garage, 10 mins. station, no road charges, £771 or near offer.—Box No. HPB5, 24, Abingdon Street, S.W.1.

ROMFORD (Essex).—Semi-det., freehold, 3 bed., 2 recep., bath, sep. w.c., parquet flooring in hall, no road charges, attractive garden, price for quick sale £750.—138, Mashiter's Walk, Romford.

SUDBURY HILL (Middlex).—Semi-det., freehold, 3 bed., 2 recep., kitchen, bath, sep. w.c., garage, spacious large garden, near shops, convenient railway services, £775.—181, Greenford Road, Greenford Green, Middlex.

HUTTON (Essex).—Det., freehold, brick bungalow, 4 rooms, bath, scullery, large garden, space, garage, gas, electricity, Ascot water-heater, new shops and buses, 40 mins. Liverpool St. Stn., £500 or offer.—A. McClellan, 194, Anerley Road, S.E.20.

SEVEN KINGS (Essex).—Semi-det., freehold, 54 ft. frontage, 2 brick garages yielding £33 16 p.a., space for 2 more, 4 bed., 2 recep., bath, breakfast room and kitchenette, 2 w.c., large garden back and front, 2 mins. shops and buses, 5 mins. L.N.E.R. stn., all fittings included, £1195.—N. S. Jackson, 16, Kenilworth Gardens, Seven Kings. Tel. 2730. View by appointment.

GREAT CHEMIST'S WONDERFUL DISCOVERY AN AMAZING NON-POISONOUS LAWN

WEED-KILLER

AS USED ON THE ROYAL LAWN AND PARKS

"You can see the weeds shrivel up and die."

Just a pinch of "VIVUS" on a weed, no matter how large and well-rooted, it commences to shrivel up, and in a few days all that is left is a hole in the ground. **NOT A PARTICLE OF THE ROOT WILL BE LEFT** and it will never grow again.

AN ENTIRELY NEW PRINCIPLE. "VIVUS" Lawn Weed-Killer is non-corrosive and non-poisonous. It chokes the circulation of the plant, turning it into a valuable fertilizing agent. The grass grows stronger, thicker and healthier.

SAMPLE 1/3 Post Free **LARGE TINS 2/-, 3/6 & 10/6.**

Obtainable from Harrods Ltd., Gamages, Boots Ltd., Timothy Whites and Taylors Ltd., N. Ireland: T. MacMullan & Co. Ltd., Belfast: Chemists and Nurserymen; or direct from

VIVUS PRODUCTS LTD.

Dept. (L.G.S.), WESTCLIFF, HERNE BAY.



"VIVUS"
LAWN WEED-KILLER